A0685-5U 3/87

Income

Professional Income of Engineers 1986

PROFESSIONAL INCOME OF ENGINEERS 1986

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION

American Association of Engineering Societies, Inc.
415 Second Street, NE
Washington, DC 20002

© 1987 by the American Association of Engineering Societies, Inc. As it is the objective of AAES, Inc. publications to be a forum for the free expression and interchange of ideas, the opinions, positions, and research stated in published works are those of the original researchers and authors and not by the fact of publication necessarily those of the American Association of Engineering Societies, Inc., or related bodies. Contributing researchers and authors are requested and expected to disclose any financial, economic, or professional interests or affiliations that may have influenced positions taken or advocated in these materials.

ISBN # 0-87615-138-1

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

The American Association of Engineering Societies (AAES) is a multidisciplinary organization dedicated to advancing the knowledge, understanding and practice of engineering in the public interest. Its members represent the mainstream of U.S. engineering—over half a million engineers in industry, government, and education.

Through its councils, commissions and committees, AAES addresses questions relating to the engineering profession; assesses public policy issues affecting engineering, technological innovation and national goals; conducts surveys of engineering personnel; represents the U.S. engineering community internationally in such bodies as the World Federation of Engineering Organizations and the Pan American Union of Engineering Associations; undertakes special projects such as national inventors' workshops and major studies of the utilization of American engineers; issues statistical studies of the engineering workforce, present and future; and publishes reference works such as *Who's Who in Engineering* and the *Thesaurus of Engineering and Scientific Terms*.

AAES also conducts forums for leaders in engineering, industry, government and education for the discussion of issues affecting engineering and the public interest. These include annual leadership conferences, workshops on technology forecasting and assessment, public policy roundtables, and engineering executive forums.

1986 Officers

John A. White, Chairman, Board of Governors

Richard W. Karn, Chairman-Elect

James Y. Oldshue, Past Chairman

Richard J. Gowen, Secretary/Treasurer

Daniel de Simone, Executive Director

ENGINEERING MANPOWER COMMISSION

The Engineering Manpower Commission (EMC) has been a source of objective, timely data on questions relating to the supply and demand for technological personnel since its organization in 1950. As an AAES Commission, EMC is composed of volunteers from professional engineering societies, academia, government, and industry, supported by a professional staff headed by AAES' Director of Manpower Studies.

EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin*, which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

1986 Officers

Donald G. Schroeter, Chairman

Paul Wood, Vice Chairman

Eugene T. Daniel, Vice Chairman

Donald C. Brown, Chairman, Compensation Committee

AAES Staff

R.A. Ellis, Director, Manpower Studies

Gordon Davis, Director of Publications

ACKNOWLEDGEMENTS

The Engineering Manpower Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

TABLE OF CONTENTS

Introduction vii
Survey Methodology viii
Presentation of Results x
Definitions xi
Distribution of Responses xiii

Curves and Tables for All Industries, 1986 1
General Data 2
By Size of Employers 5
Large 6
Medium 8
Small 10
By Geographic Region 13
New England 14
Middle Atlantic 16
East North Central 18
West North Central 20
South Atlantic 22
East South Central 24
West South Central 26
Mountain 28
Pacific 30

Curves and Tables for Selected Industrial Sectors 33
All Manufacturing Industries 34
Aerospace 36
Automotive 38
Chemicals 40
Electrical & Electronic (including Computers) 42
Electrical Equipment 44
Electronic Equipment 46
Computing Equipment 48
Instruments 50
Machinery (Non-Electrical) 51
Metal Products 53
Petroleum 55
Rubber & Plastic Products 57
Miscellaneous Manufacturing 58
Other Manufacturing 60
All Non-Manufacturing Industries 62
Construction 64
Consultants & Engineering Services 66
Consultants 68
Other Engineering Services 70
Electric & Gas Utilities 72
Electric Utilities 74
Gas Utilities 76
Research Organizations 78
Other Non-Manufacturing 80

Curves and Tables for Government 81
Federal Agencies 82
State Agencies 84
Local Agencies 86

Appendices 89
1986 Salary Survey Participants, by Sector 91
1986 Salary Survey Questionnaires 100
Formatted Chart for Plotting Additional Salary Maturity Curves 108

PROFESSIONAL INCOME OF ENGINEERS

Introduction

This is the Engineering Manpower Commission's 20th study of engineering salaries in the United States. As in previous EMC studies, the data were gathered from a survey of employers, obtaining summaries of the salaries of engineers according to their levels of academic preparation, supervisory responsibilities, and experience. By classifying the participating organizations, the survey also supports comparisons of salaries among differing industrial sectors, geographic regions, and employer sizes.

EMC salary surveys do *not* provide data on salary variations among the several engineering disciplines, such as differences in median pay among civil, chemical, electrical and mechanical engineers. To obtain these details would raise the burden that the survey places on its participants to unacceptable levels. It would also raise complex problems of classification, because the labels that are applied to engineering education programs do not always accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EMC's data can provide some clues about the salaries that may be associated with different kinds of engineering training; for example, although this report does not report salaries for chemical engineers *per se*, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for sectors like the federal government (which hires all types of engineers), these kinds of linkages between training and subsequent employment may not apply.

The data reflect base salaries as of February 1, 1986. Responding organizations were instructed to exclude such irregular forms of compensation as one-time bonuses, overtime payments, stock options, etc. Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions; however, many employers advised EMC, as they have in the past, that top management personnel with engineering backgrounds were not included in their responses.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means. These data are provided for up to 18 experience brackets, based on the number of years since attainment of the bachelor's degree. In addition, summaries of these statistics across all levels of experience have been added to the tabulations for 1986. The salary figures are smoothed-curve estimates across the experience brackets, and the corresponding maturity curves are displayed for most of the tabulations.

For the 1986 survey, more stringent rules have been adopted to ensure that salary estimates are based on a reasonable number of data points, and to eliminate some problems associated with the curve smoothing process. Smoothing is useful because random variations in the response for any particular experience bracket will tend to obscure general compensation trends, especially for subgroups where the number of data points may not be very large. "Raw," unmodified data tend to reflect these year-to-year variations in response as much as they signal the underlying salary trends which are the objective of these studies; accordingly, since 1968 EMC has used smoothed-curve estimates in these reports instead of the raw results (beginning in 1987, both forms of output will be provided). Since each set of data for a maturity curve is smoothed independently, occasional anomalies can arise (for example, a value for a low decile salary can wind up looking larger than the corresponding low quartile salary in the same experience bracket). Typically such problems have occurred at the extremes of distributions and in tabulations based on only marginally acceptable numbers of cases. EMC's new rules for 1986 effectively eliminate most of these problems. For details, see the comments on methodology, below.

Another significant change for 1986 is the abandonment of an overall "Weighted National Average" grouping as the most general of all EMC salary data sets. In fact, the weighted national averages have been inconsistent from one year to the next. In some cases they included data from engineering educators, while in others they did not; similarly, in some years the weighted national averages included engineers in government while in other years these, too, were missing. Instead, EMC has concluded that it is preferable to use the "All Industry" data, which is consistent across time, as the basic benchmark of engineering compensation. This shift does not introduce major shifts in time series comparisons, because the industry data has always been by far the most significant component of the earlier weighted national averages.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for more than 35 years. *Professional Income of Engineers* first appeared in 1953. The *Special Industry Report*, which adds detailed tabulations on differences in compensation among those with B.S., M.S., and Ph.D degrees, began to appear in 1966. Originally, EMC conducted salary surveys every three years, then every two years; beginning in 1980, these studies began to be issued annually. EMC also issues reports on the salaries of engineering educators, and conducted such a survey in 1986 (*Salaries of Engineers in Education*). In addition to these detailed statistical volumes, a summary of the results of EMC's 1986 salary surveys, with special data on trends over time, is available in "Engineering Salaries, 1986," issue number 82 (November, 1986) of the *Engineering Manpower Bulletin*.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to measure trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on the rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. That is, variations in engineering pay *within* specific matched positions can be as large as variations *between* positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. In the final analysis, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

Survey Methodology

Questionnaires were mailed in January and February, 1986 to EMC's national list of engineering employers. Responses representing 85,938 engineers were obtained from 262 private sector companies, and additional responses were secured for 4,978 engineers employed by 23 agencies of federal, state or local government. Compared to EMC's 1985 salary surveys, fewer private employers participated in 1986, but the number of engineers represented by the participating companies rose appreciably, by well over 10,000 workers. Government response in 1986 improved both in terms of the number of agencies participating in the study and in terms of the numbers of engineers reported for the government sector. (In 1986, EMC also obtained data on the salaries of 14,281 engineering educators, reported in *Salaries of Engineers in Education*.)

Salaries were reported on two matched forms, one for supervisory personnel, the other for non-supervising engineers (copies of the questionnaires are appended to this report). Both forms provided for separate entry of data for engineers with bachelor, masters, or doctorate degrees. After keying in the data, machine-based records were compared with the original forms to verify the accuracy of the work.

Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each industrial sector. Sectoral assignments were made by the respondents from a list included on the questionnaires; in a few cases, participants were classed in more than one sector (see the appended list of responding organizations for details). Final sectoral groups were formed only if they included at least five responding organizations and at least 200 engineers. Some industrial groups that have been included in previous EMC salary studies could not meet these requirements in 1986, notably the communications sector; for many years up through 1985, EMC obtained data from regional affiliates of the Bell System and from other organizations in the industry like MCI, but response from this group in 1986 was virtually nil. Response from the shipbuilding, mining, and professional societies/nonprofit sectors was also insufficient to form separate analytic groups in 1986. On the other hand, several sectors that could not be separately assessed in 1985 could be treated in 1986, including the automotive, computer, and rubber/plastics industries. A more detailed listing of the 1986 industrial sectors is provided in the table on *Distribution of Responses* below.

2. Within sectors, no one responding organization was permitted to account for more than one-half (50 percent) of the data points—number of engineering salaries—reported for the sector. Weighting was used to carry out these adjustments, which have the effect of limiting the influence of any single organization on the results of the survey. The actual effects of the adjustments were negligible, because weighted organizations only rarely vary greatly from others in the same sector in their salary practices. In 1985, a slightly different weighting scheme was used, with a threshold of one-fifth, or 20 percent, of the data points, but a subsequent tabulation of the 1985 data using the traditional 50 percent threshold generated nearly identical results. The traditional procedure is reinstated for 1986.

3. Within sectors, further divisions of the data to isolate such subgroups as all supervisors, engineers with doctorate degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, the subgroups were removed from the published data.

4. Across sectors, in estimates of combined-industry salaries for such groups as electric and gas utilities, all manufacturers, etc., the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in 1985, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-by-occupation matrix. The newest version of the matrix, which is a computer-based model maintained by the Office of Economic Growth at BLS, was released in January 1986 and accounts for some 1.3 million employed engineers as of 1984.

5. Final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. The raw medians, quartiles, and other statistics were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. For example, if the median salary of engineers with a given level of experience is the 20th case in the $34,000-$35,999 bracket, and there are 39 cases in this bracket, then the median will be stated as $35,000. Such raw statistics are then converted, using data across all experience brackets, into smoothed curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters, a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. If there are less than five salaries reported for any given experience bracket, no corresponding smoothed-curve statistics are generated. (Note: EMC is considering alternative methods for curve smoothing for future compensation studies.)

6. Since each curve (for high and low deciles, high and low quartiles, medians, and means) is computed independently, anomalies are possible, such as curves apparently crossing or supervisors receiving lower salaries than non-supervisors. Also, when the number of data points approaches EMC's 200-case minimum, curves can be easily distorted by random variations in the reports for particular experience brackets, especially those for the less experienced workers where EMC's use of one-year brackets may result in very small numbers of cases. Furthermore, data for supervisors or persons with advanced degrees will be unlikely to include information for those who have just received a bachelor's degree, so smoothed versions of those curves tend to be unrealistically high for the starting years. EMC is considering the use of anchor points based on starting bachelor's salaries to deal with the latter problem, and it has adopted more stringent rules to help minimize the occurrence of crossed salary curves and other anomalous data. In 1986, curves were truncated when distributions at either tail were based on less than one percent of all cases in a particular tabulation; this change effectively eliminates virtually all crossovers (for example, low decile salaries that are larger than those reported for low quartiles). Furthermore, salary curves were truncated below the level of four years of experience for supervisors, and below the levels of two years for those with masters' degrees and five years for those with doctorates. In a majority of the cases, these rules did not lead to the suppression of data, because data were not sufficient in the first place to extend the curves into these early-year areas. What the rule did achieve was to eliminate a number of cases where curves lacked a plausible degree of slope for those beginning their careers. In future compensation reports, these data will be excluded from the smooth-curve generation process itself, rather than being suppressed from final printed results. At the same time, EMC will provide the complete raw data tabulations as well as the smooth-curve estimates.

7. In a few cases, substantial numbers of engineers were reported in the highest salary bracket ($100,000 and over). When this occurred, high-decile salaries were underestimated. Rather than present misleading results, the high-decile curves were not included in the published data when this problem arose. EMC is switching to new computing systems, which will help to eliminate this type of problem in the future.

Presentation of Results

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping—"All Industries"—and then working through specific sectors, to the extent permitted by the data and the rules and convention discussed above. As noted above, the "Weighted National Average" data has been dropped, substituting the more consistent "All Industry" data in its place.

The "All industry" data is extensive, and includes details for supervisors and nonsupervisors, and variations by size of employer and region of the nation. Following these tables, data are presented for "All Manufacturing Industries," and for the industrial sectors that are included in that group; then the report concludes with a similar section for "All Non-Manufacturing Industries" (including construction, consulting, utilities, etc.); finally, the report concludes with curves and tables for federal, state and local government.

The table of contents for this report can assist users in locating comparative data of interest; the specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for specific sectors to their own needs.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1986, less than $20,000 or more than $99,999). For 1986, the tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was formerly included in these introductions has been dropped from the text.

Data provided by participants in EMC salary surveys are confidential and only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of specific persons.

EMC's Compensation Committee is continuing a thorough review of every aspect of these studies, begun in 1985. Goals include increased participation in the surveys; refinements in the accuracy, variety, and extent of published data; and, most of all, accelerated production. This year's report, while appearing considerably sooner than that for 1985, nevertheless falls well short of our short-run goal of publication by Labor Day of the reported year. We are retaining that goal, however. In the longer run, EMC's plans call for salary surveys to be shifted to a mid-year data collection point, using rapid turnaround processing to be able to retain the late-summer publication objectives. Comments and suggestions are welcomed.

DEFINITIONS

1. Industrial Sectors and Combined Groupings

All Industries includes all participating organizations in the 1986 EMC salary surveys other than government agencies and educational institutions. This category replaces the older "Weighted National Averages" formerly used for EMC's most general estimates for engineering compensation.

All Manufacturing includes the following industrial sectors: aerospace, automotive, chemicals, electrical/electronic/computing equipment, machinery (other than electric), metal products, petroleum, rubber/plastic products, a combined group of "miscellaneous" manufacturers (see below), and a combined group of "other" manufacturers (also see below).

Electrical and Electronic Products is a summary grouping; in addition, separate reports are provided here for manufacturers of electrical equipment, electronic equipment, and computing machinery.

Miscellaneous Manufacturing includes all those participating organizations whose preferred industrial sectors could not be formed due to lack of a sufficient number of responding employers, data points, or both. Specifically, the group includes three basic metals manufacturers, one ceramics product company, two food products companies, one paper products corporation, one textile products company, and two lumber and wood products organizations. In 1985, "other" manufacturers (see below) were also tabulated with this group; in 1986, they are reported separately.

Other Manufacturing includes six organizations that specifically elected to be grouped in a residual "other" sector rather than in a more specific category.

Non-Manufacturing Industries is a summary group that includes construction, consulting and engineering services, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; separate reports are also provided on both component sectors.

Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for respondents whose preferred classifications could not be formed, due to lack of sufficient data. Specifically, the group includes three mining companies, three communication utilities, one transportation services company (an airline), one company in the business/trade/publishing category, and six small professional societies or nonprofit institutes.

Large Industrial Employers have 5,000 or more employees; *Median Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A list of the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data

Median: the point in a ranked array of data that is the mid-point of the series; the 50th percentile. The exact value may be interpolated.

Quartile: points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile.

Decile: points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but infrequently used in work on income because means are sensitive to the values of extreme cases, while medians are not.

Years Since Baccalaureate Degree: a measure of experience. In 1986, an engineer with zero years of experience received the bachelor's degree in 1985 or the first quarter of 1986. Engineers with two, three or more years of experience may have been working or may have been pursuing advanced degrees.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they are currently working in engineering positions. Some participating organizations indicate that they do not report salaries of top managers with engineering backgrounds, however.

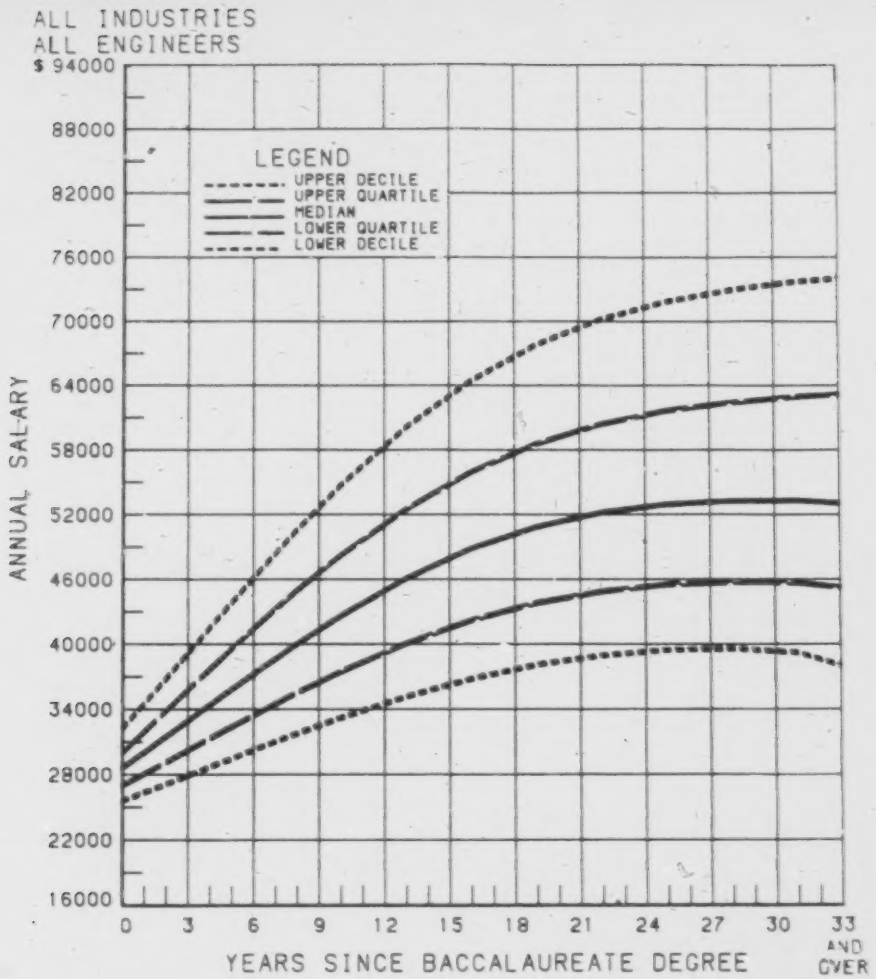
As in the past, blank charts are provided in the back of the report for the use of readers who may wish to plot additional curves.

DISTRIBUTION OF RESPONSES

Industry Group	Participating Organizations	Engineers Represented:
All Industries	262	85,938
All Manufacturing	132	50,758
Aerospace	13	8,163
Automotive	5	380
Chemicals	12	13,273
Electrical, Electronic & Computers	42	15,816
Electrical Equipment	14	2,077
Electronic Equipment	23	13,345
Computing Equipment	5	393
Instruments	5	225
Machinery (Non-Electrical)	10	321
Metal Products	18	2,128
Petroleum	6	6,613
Rubber & Plastic Products	5	263
Miscellaneous Manufacturing	10	1,013
Other Manufacturing	6	2,559
All Non-Manufacturing	140	35,179
Construction	13	1,493
Consultants & Engineering Services	32	11,222
Consultants	19	5,469
Other Engineering Services	13	5,753
Electric & Gas Utilities	51	10,967
Electric Utilities	40	10,512
Gas Utilities	11	456
Research Organizations	30	11,214
Other Non-Manufacturing	14	283

Note: components will not necessarily add to exact subtotals or totals, because these data are based on weighted numbers, which may vary from the original inputs due to rounding.

CURVES AND TABLES FOR ALL INDUSTRIES—1986



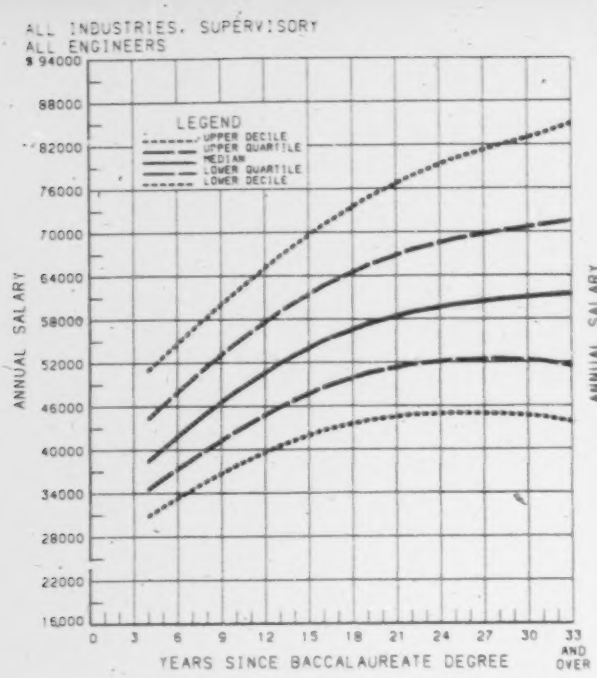
SMOOTH CURVES

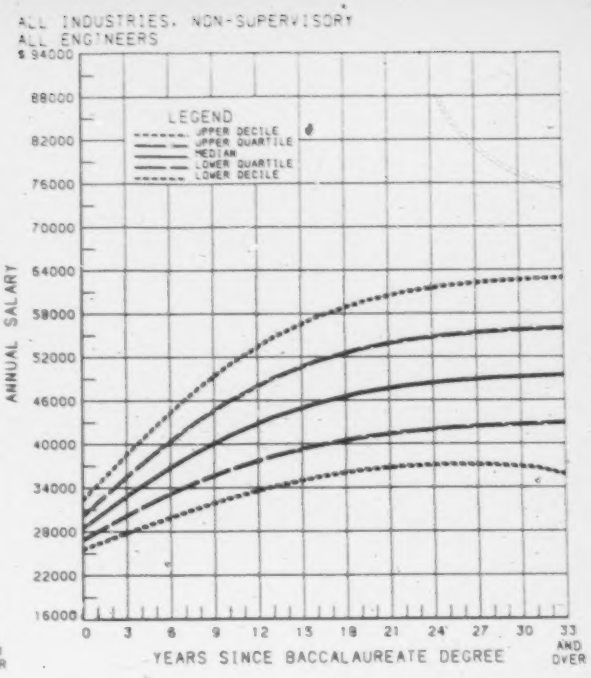
ALL INDUSTRIES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32200	34500	36800	39150	41500	43800	46100	48350	50550
UPPER QUARTILE	29950	31900	33800	35750	37650	39550	41400	43200	44950
MEDIAN	28600	30000	31450	32900	34350	35800	37200	38600	40000
LOWER QUARTILE	26950	28050	29100	30200	31300	32350	33400	34450	35500
LOWER DECILE	25550	26350	27100	27900	28700	29450	30250	31000	31750
MEAN	28750	30250	31800	33300	34850	36400	37900	39350	40800
TOTAL NUMBER	2439	3306	3439	3322	3702	3808	3358	3108	2788
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	3	6	5	5	1	7	1	1	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	54700	60100	64450	67800	70200	71850	72950	73700	74050	63600
UPPER QUARTILE	48200	52500	55950	58550	60400	61650	62400	62950	63150	53500
MEDIAN	42600	46050	48850	50850	52200	52950	53250	53300	53050	43650
LOWER QUARTILE	37450	40050	42200	43800	44850	45500	45700	45650	45200	35400
LOWER DECILE	33200	35150	36800	38100	38950	39450	39550	39200	38000	30250
MEAN	43550	47150	50000	52150	53600	54500	55000	55250	55350	45750
TOTAL NUMBER	7572	7358	7057	6250	5747	5644	4859	4539	7633	85938
NUMBERS OVER $99900	3	19	18	28	49	53	56	71	115	419
NUMBERS UNDER $20000	3	1	2	0	2	2	2	3	4	59

NUMBER OF ENGINEERS COVERED - 85938





SMOOTH CURVES

ALL INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	50950	52800	54650	56500	58300	
UPPER QUARTILE	0	0	0	0	44250	46100	47900	49700	51450	
MEDIAN	0	0	0	0	38350	40050	41750	43400	45000	
LOWER QUARTILE	0	0	0	0	34300	35900	37250	38600	39950	
LOWER DECILE	0	0	0	0	30800	32050	33250	34450	35600	
MEAN	0	0	0	0	40050	41650	43250	44850	46350	
TOTAL NUMBER	30	68	149	182	302	368	507	542	379	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	61750	66650	71000	74650	77650	80050	81850	83500	84850	75600
UPPER QUARTILE	54700	59000	62600	65400	67500	69000	70050	70950	71500	64750
MEDIAN	48000	51900	55000	57300	58900	59950	60650	61150	61450	55350
LOWER QUARTILE	42300	45850	48550	50500	51700	52300	52450	52150	51450	46800
LOWER DECILE	37750	40500	42600	43950	44700	44950	44850	44450	43750	39800
MEAN	49300	53150	56350	58750	60450	61600	62250	62650	62850	56950
TOTAL NUMBER	2003	2398	2855	2542	2432	2470	2160	1930	3011	245 7
NUMBERS OVER $99900	3	19	18	28	49	51	56	70	115	412
NUMBERS UNDER $20000	0	0	0	0	1	2	2	3	3	14

NUMBER OF ENGINEERS COVERED - 24537

SMOOTH CURVES

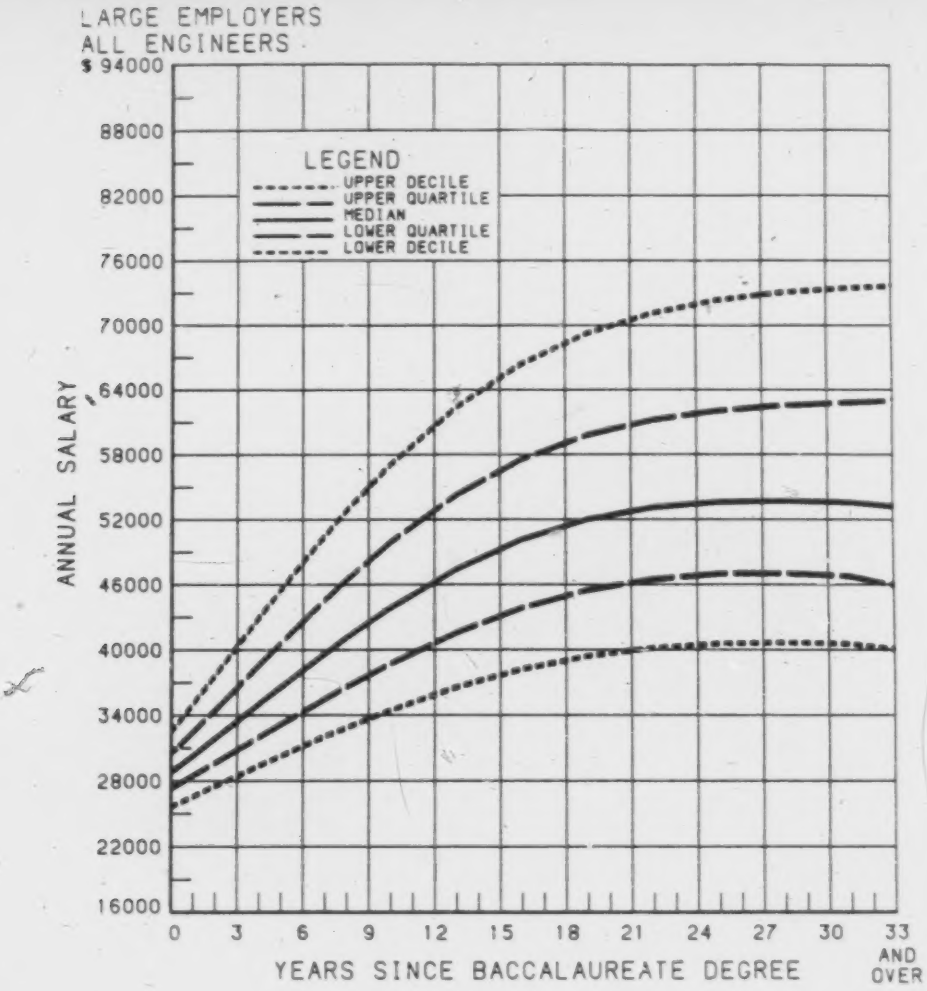
ALL INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	32250	34350	36400	38500	40500	42450	44300	46100	47800	
UPPER QUARTILE	30050	31900	33650	35450	37150	38800	40350	41900	43300	
MEDIAN	28450	29900	31350	32800	34150	35450	36750	37950	39050	
LOWER QUARTILE	26800	27950	29050	30150	31200	32200	33150	34050	34900	
LOWER DECILE	25550	26300	27050	27800	28500	29200	29900	30600	31250	
MEAN	28650	30150	31600	33050	34400	35750	37000	38250	39350	
TOTAL NUMBER	2408	3238	3290	3140	3399	3440	2851	2566	2209	
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0	
NUMBERS UNDER $20000	3	6	5	5	1	7	1	1	2	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50850	54650	57300	59550	60950	61850	62400	62750	62900	55300
UPPER QUARTILE	45850	49000	51400	53100	54250	55000	55500	55800	55950	47750
MEDIAN	41100	43650	45550	47000	47950	48600	49050	49300	49450	39700
LOWER QUARTILE	36400	38300	39750	40850	41600	42150	42500	42700	42850	33250
LOWER DECILE	32500	34100	35400	36350	36900	37150	37100	36700	35750	29150
MEAN	41450	44050	46000	47450	48300	49150	49600	49900	50000	41300
TOTAL NUMBER	5568	4959	4201	3708	3315	3173	2698	2609	4621	61401
NUMBERS OVER $99900	0	0	0	1	0	1	0	0	0	8
NUMBERS UNDER $20000	3	1	2	0	0	0	0	0	0	45

NUMBER OF ENGINEERS COVERED - 61401

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS



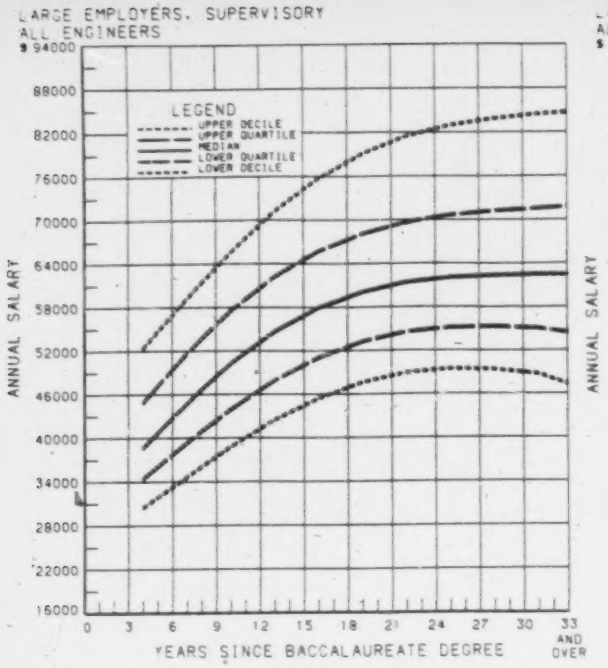
SMOOTH CURVES

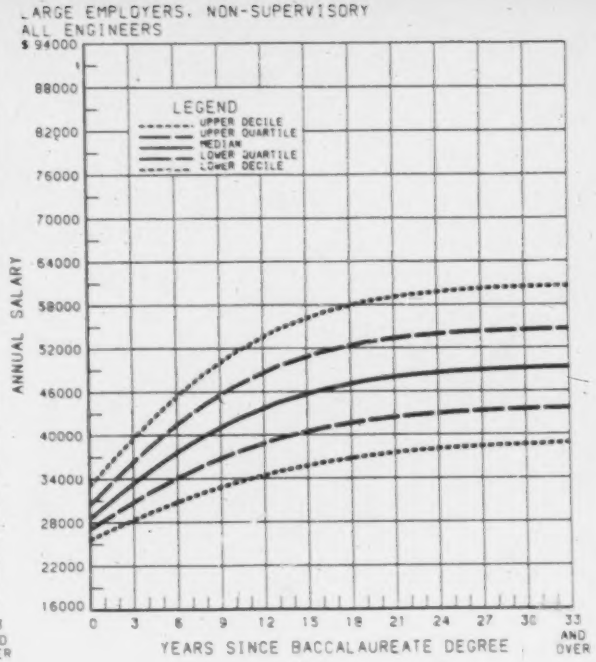
LARGE EMPLOYERS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32450	35050	37650	40300	42950	45500	48050	50450	52800
UPPER QUARTILE	30450	32450	34450	36500	38600	40600	42600	44550	46450
MEDIAN	28750	30250	31850	33400	35000	36550	38100	39600	41100
LOWER QUARTILE	27250	28450	29600	30800	31950	33150	34300	35450	36600
LOWER DECILE	25600	26550	27500	28400	29350	30250	31150	32050	32850
MEAN	29100	30700	32350	34000	35650	37350	38950	40550	42100
TOTAL NUMBER	855	1487	1540	1611	1851	1811	1637	1501	1356
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	0	5	0	5	1	0	0	1	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	57050	62350	66400	69250	71150	72400	73100	73500	73650	64900
UPPER QUARTILE	49900	54250	57550	59800	61200	62050	62550	62800	62950	54900
MEDIAN	43850	47400	50150	52000	53100	53600	53700	53550	53200	45500
LOWER QUARTILE	38700	41550	43850	45500	46500	47000	47050	46750	45900	36900
LOWER DECILE	34450	36550	38200	39400	40150	40550	40650	40500	40000	31150
MEAN	45050	48800	51700	53700	54900	55550	55800	55800	55600	47250
TOTAL NUMBER	3552	3390	3380	3203	2896	2994	2651	2545	3545	41813
NUMBERS OVER $99900	1	18	15	23	37	38	32	48	62	280
NUMBERS UNDER $20000	1	1	1	0	2	2	2	3	4	40

NUMBER OF ENGINEERS COVERED - 41813





SMOOTH CURVES

LARGE EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	52350	54650	56950	59200	61400	
UPPER QUARTILE	0	0	0	0	44850	47150	49400	51600	53650	
MEDIAN	0	0	0	0	38600	40700	42750	44700	46650	
LOWER QUARTILE	0	0	0	0	34400	36050	37700	39300	40900	
LOWER DECILE	0	0	0	0	30450	31850	33250	34650	36050	
MEAN	0	0	0	0	40400	42350	44300	46200	48050	
TOTAL NUMBER	14	38	69	94	180	212	275	325	332	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	63550	71150	75650	79050	81450	82950	83850	84450	84700	77850
UPPER QUARTILE	57500	62200	65700	68100	69650	70650	71200	71550	71750	66700
MEDIAN	50200	54650	57950	60100	61400	62050	62350	62500	62450	57950
LOWER QUARTILE	43900	47900	51050	53250	54550	55150	55300	55050	54450	49700
LOWER DECILE	38750	42450	45450	47650	48900	49650	49350	48700	47300	41300
MEAN	51550	56000	59450	61850	63300	64100	64450	64500	64400	59050
TOTAL NUMBER	1058	1228	1422	1355	1267	1279	1164	1058	1340	12718
NUMBERS OVER $99900	1	18	15	22	37	38	32	48	62	276
NUMBERS UNDER $20000	0	0	0	0	1	2	2	3	3	14

NUMBER OF ENGINEERS COVERED - 12718

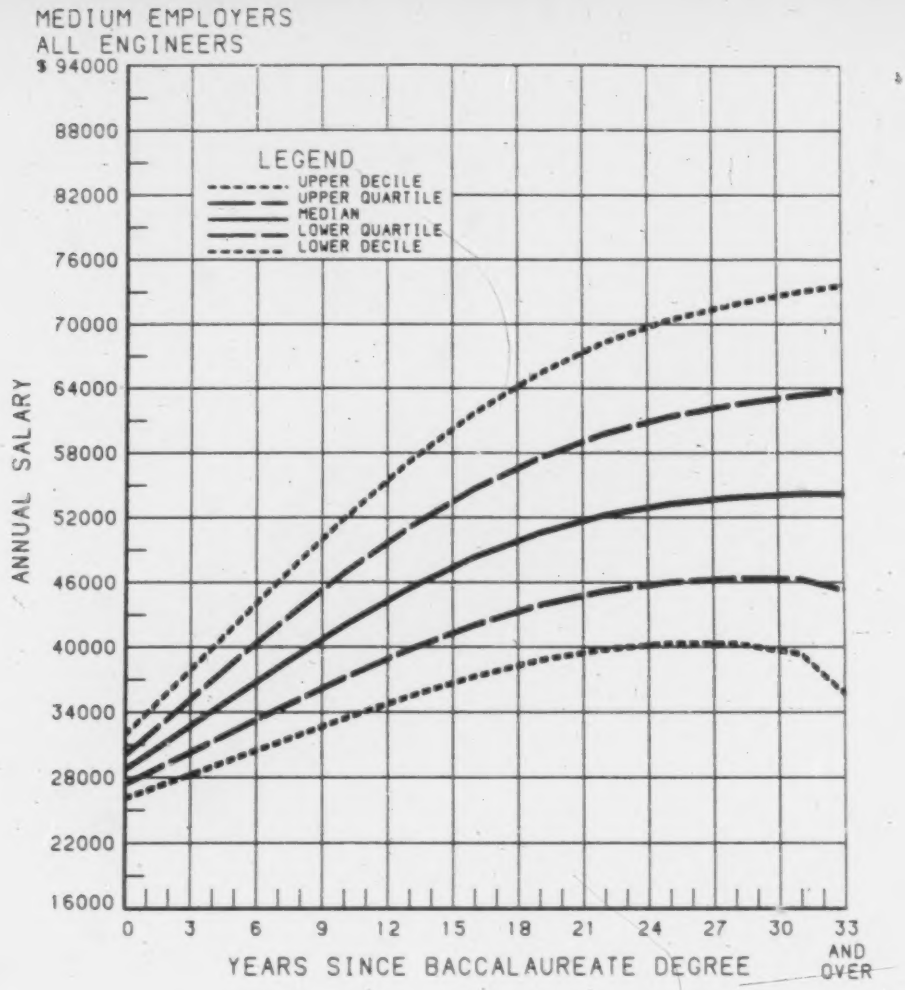
SMOOTH CURVES

LARGE EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	32950	35200	37400	39500	41550	43500	45350	47050	48650	
UPPER QUARTILE	30350	32350	34350	36250	38100	39800	41450	42950	44350	
MEDIAN	28500	30150	31750	33350	34800	36250	37600	38850	40000	
LOWER QUARTILE	27050	28300	29550	30750	31950	33000	34050	35000	35950	
LOWER DECILE	25600	26550	27450	28350	29200	30000	30750	31500	32200	
MEAN	29000	30600	32150	33700	35150	36550	37850	39050	40200	
TOTAL NUMBER	841	1448	1471	1317	1870	1599	1361	1175	1024	
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0	
NUMBERS UNDER $20000	0	5	0	5	1	0	0	1	2	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51400	54650	56900	58450	59400	60000	60350	60550	60600	54800
UPPER QUARTILE	46750	49550	51500	52800	53650	54150	54400	54600	54650	48650
MEDIAN	42050	44500	46250	47450	48250	48750	49050	49250	49300	41100
LOWER QUARTILE	37550	39500	40950	41950	42650	43100	43400	43600	43650	34450
LOWER DECILE	33400	34950	36150	37050	37750	38200	38500	38700	38850	30050
MEAN	42250	44650	46450	47700	48500	49050	49350	49600	49650	42050
TOTAL NUMBER	2493	2162	1958	1848	1628	1714	1487	1487	2204	29095
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	4
NUMBERS UNDER $20000	1	1	1	0	0	0	0	0	0	26

NUMBER OF ENGINEERS COVERED - 29095



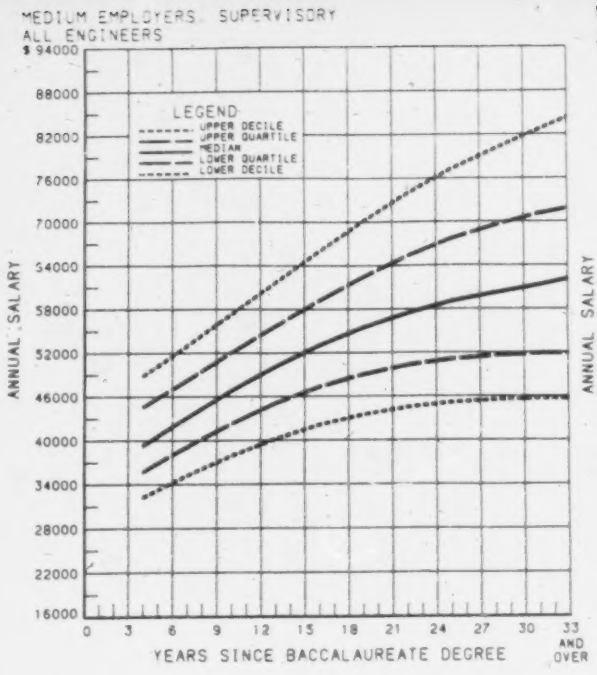
SMOOTH CURVES

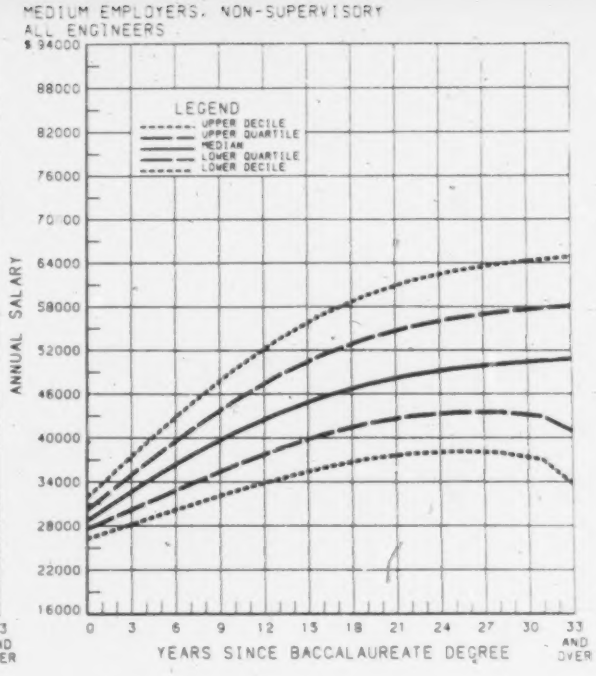
MEDIUM EMPLOYERS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31900	33900	35900	37900	39950	42000	44050	46050	48050
UPPER QUARTILE	30050	31750	33450	35200	36950	38700	40400	42050	43700
MEDIAN	28750	30050	31400	32750	34100	35450	36800	38150	39450
LOWER QUARTILE	27400	28350	29350	30300	31300	32300	33300	34300	35250
LOWER DECILE	26100	26800	27550	28250	29000	29750	30500	31200	31950
MEAN	29000	30350	31650	33000	34400	35750	37100	38450	39800
TOTAL NUMBER	1289	1371	1400	1387	1426	1496	1320	1153	1118
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	2	0	2	0	0	7	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51900	57200	61700	65400	68300	70400	71850	73000	73600	62300
UPPER QUARTILE	46850	51100	54700	57550	59800	61400	62500	63350	63750	52550
MEDIAN	42000	45450	48350	50600	52250	53300	53900	54200	54200	42450
LOWER QUARTILE	37150	39800	42050	43900	45200	46000	46350	46250	45250	34650
LOWER DECILE	33400	35450	37300	38800	39800	40350	40300	39350	35700	29850
MEAN	42400	46000	49100	51500	53300	54450	55150	55450	55350	44700
TOTAL NUMBER	2840	2944	2618	2091	1972	1938	1690	1393	3084	32539
NUMBERS OVER $99900	0	1	2	2	9	9	14	17	37	94
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	15

NUMBER OF ENGINEERS COVERED - 32539





SMOOTH CURVES

MEDIUM EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	48900	50250	51600	53000	54450	
UPPER QUARTILE	0	0	0	0	44600	45850	47050	48300	49550	
MEDIAN	0	0	0	0	39300	40600	41900	43150	44400	
LOWER QUARTILE	0	0	0	0	35700	36900	38050	39150	40250	
LOWER DECILE	0	0	0	0	32250	33250	34250	35250	36150	
MEAN	0	0	0	0	40350	41500	42700	43900	45100	
TOTAL NUMBER	11	12	60	73	87	112	159	175	208	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	57300	61650	65950	70100	73900	77250	80000	82650	84300	73150
UPPER QUARTILE	52050	55700	59200	62450	65300	67650	69500	71100	71850	63300
MEDIAN	46850	50150	53050	55500	57450	59050	60200	61300	62150	53750
LOWER QUARTILE	42300	45100	47350	49050	50300	51100	51600	51900	51900	46250
LOWER DECILE	37900	40200	42100	43500	44500	45150	45500	45700	45700	40550
MEAN	47400	50750	53800	56450	58650	60400	61700	62750	63450	55750
TOTAL NUMBER	658	833	1122	869	792	783	779	552	1150	8444
NUMBERS OVER $99900	0	1	2	2	9	9	14	16	37	93
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 8444

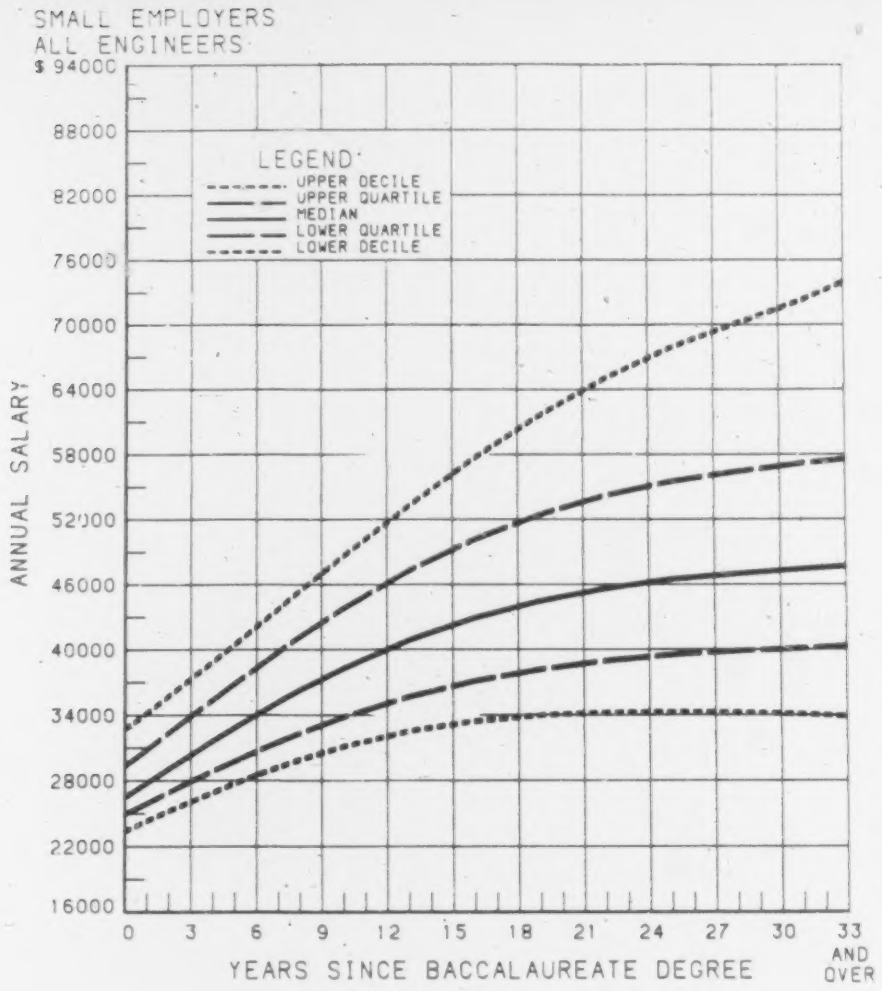
SMOOTH CURVES

MEDIUM EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	31850	33650	35550	37400	39200	41050	42800	44550	46200	
UPPER QUARTILE	30100	31700	33300	34900	36450	38000	39500	41000	42400	
MEDIAN	28650	30000	31300	32600	33900	35150	36350	37500	38600	
LOWER QUARTILE	27550	28400	29300	30150	31050	31900	32800	33650	34500	
LOWER DECILE	26200	26850	27500	28150	28850	29500	30150	30800	31450	
MEAN	28800	30150	31450	32800	34050	35300	36550	37700	38850	
TOTAL NUMBER	1277	1358	1340	1314	1339	1384	1160	977	910	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	2	0	1	0	0	7	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49350	53500	56900	59350	61350	62900	63850	64500	64850	55850
UPPER QUARTILE	45050	48550	51350	53600	55250	56450	57250	57850	58150	46900
MEDIAN	40700	43400	45600	47300	48600	49500	50100	50600	50850	38800
LOWER QUARTILE	36200	38500	40450	41950	43000	43500	43550	42950	40950	32600
LOWER DECILE	32700	34400	35900	37100	37850	38150	38000	37050	33800	29000
MEAN	40950	43700	45900	47650	48900	49800	50350	50750	50950	40800
TOTAL NUMBER	2181	2110	1696	1222	1180	1155	911	840	1933	24094
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	1
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	15

NUMBER OF ENGINEERS COVERED - 24094



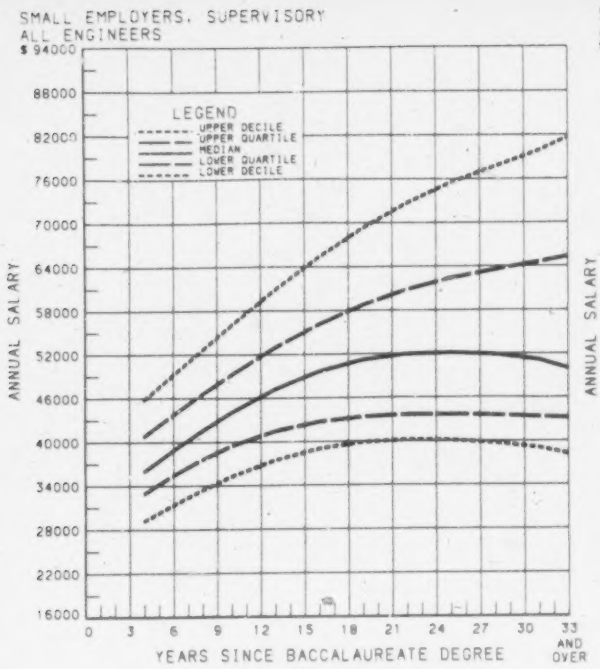
SMOOTH CURVES

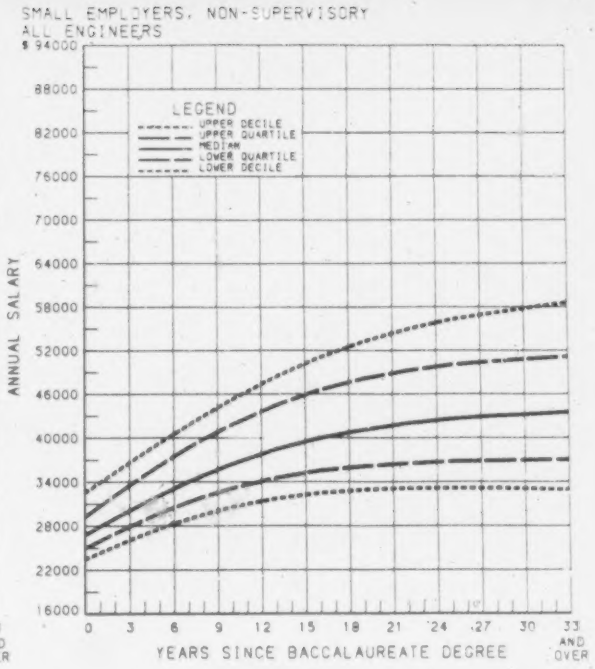
SMALL EMPLOYERS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32650	34150	35700	37300	38850	40450	42100	43700	45350
UPPER QUARTILE	29300	30800	32350	33850	35350	36850	38300	39750	41150
MEDIAN	26450	27750	29050	30300	31600	32800	34000	35150	36250
LOWER QUARTILE	24900	25900	26900	27900	28850	29750	30650	31500	32300
LOWER DECILE	23350	24300	25200	26050	26900	27700	28500	29200	29900
MEAN	27350	28600	29900	31150	32400	33650	34850	36000	37150
TOTAL NUMBER	294	446	496	313	389	453	366	393	243
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48600	53250	57650	61600	65000	67800	70050	72200	73950	58050
UPPER QUARTILE	43750	47250	50150	52450	54200	55500	56400	57150	57550	47600
MEDIAN	38250	40850	42900	44450	45600	46450	46950	47400	47650	39150
LOWER QUARTILE	33800	35650	37100	38150	38950	39500	39850	40100	40300	32750
LOWER DECILE	31100	32500	33400	33950	34200	34250	34200	34050	33850	27950
MEAN	39300	42200	44550	46500	47950	49050	49800	50450	50900	41700
TOTAL NUMBER	1043	926	918	882	772	661	475	567	942	10590
NUMBERS OVER $99900	1	0	0	3	2	4	6	5	13	40
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	3

NUMBER OF ENGINEERS COVERED - 10590





SMOOTH CURVES

SMALL EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32500	33850	35200	36550	37900	39200	40450	41700	42950
UPPER QUARTILE	29200	30650	32050	33450	34800	36100	37400	38600	39750
MEDIAN	26700	27850	28950	30000	31050	32050	33000	33950	34800
LOWER QUARTILE	24900	25900	26900	27850	28750	29650	30450	31200	31900
LOWER DECILE	23400	24300	25150	26000	26800	27550	28250	28900	29500
MEAN	27400	28550	29700	30800	31850	32900	33900	34850	35750
TOTAL NUMBER	289	430	477	297	354	410	294	352	205
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	45250	48350	51000	53200	54900	56250	57200	58050	58600	49100
UPPER QUARTILE	41800	44450	46550	48100	49200	50000	50500	50900	51100	42400
MEDIAN	38400	38400	39950	41100	42000	42600	43000	43300	43500	35650
LOWER QUARTILE	33100	34500	35500	36100	36500	36750	36850	36950	37000	30850
LOWER DECILE	30550	31700	32450	32900	33100	33100	33100	33000	32900	27000
MEAN	37450	39550	41200	42450	43350	44000	44450	44800	45000	37350
TOTAL NUMBER	737	591	615	568	404	263	272	260	445	7293
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	3

NUMBER OF ENGINEERS COVERED - 7293

SMOOTH CURVES

SMALL EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	45750	47450	49200	50900	52600
UPPER QUARTILE	0	0	0	0	40750	42250	43700	45150	46550
MEDIAN	0	0	0	0	36000	37400	38850	40200	41550
LOWER QUARTILE	0	0	0	0	32900	34200	35400	36550	37600
LOWER DECILE	0	0	0	0	29150	30250	31350	32400	33400
MEAN	0	0	0	0	36800	38300	39750	41150	42500
TOTAL NUMBER	4	16	18	15	14	43	71	40	38
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56000	60850	65300	69250	72650	75450	77650	79800	81650	70400
UPPER QUARTILE	49250	52950	56100	58750	60800	62350	63500	64550	65300	58050
MEDIAN	44050	47250	49650	51200	51950	52100	51850	51150	49950	48600
LOWER QUARTILE	39450	41450	42700	43350	43600	43600	43500	43100	43150	41450
LOWER DECILE	35250	37450	39000	39850	40150	40050	39700	39050	38200	36500
MEAN	45000	48150	50600	52400	53600	54400	54900	55250	55450	51250
TOTAL NUMBER	285	336	303	314	368	397	202	307	496	3297
NUMBERS OVER $99900	11	0	0	2	2	4	6	5	15	39
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3297

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION

REGIONAL CLASSIFICATION:

New England:
- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

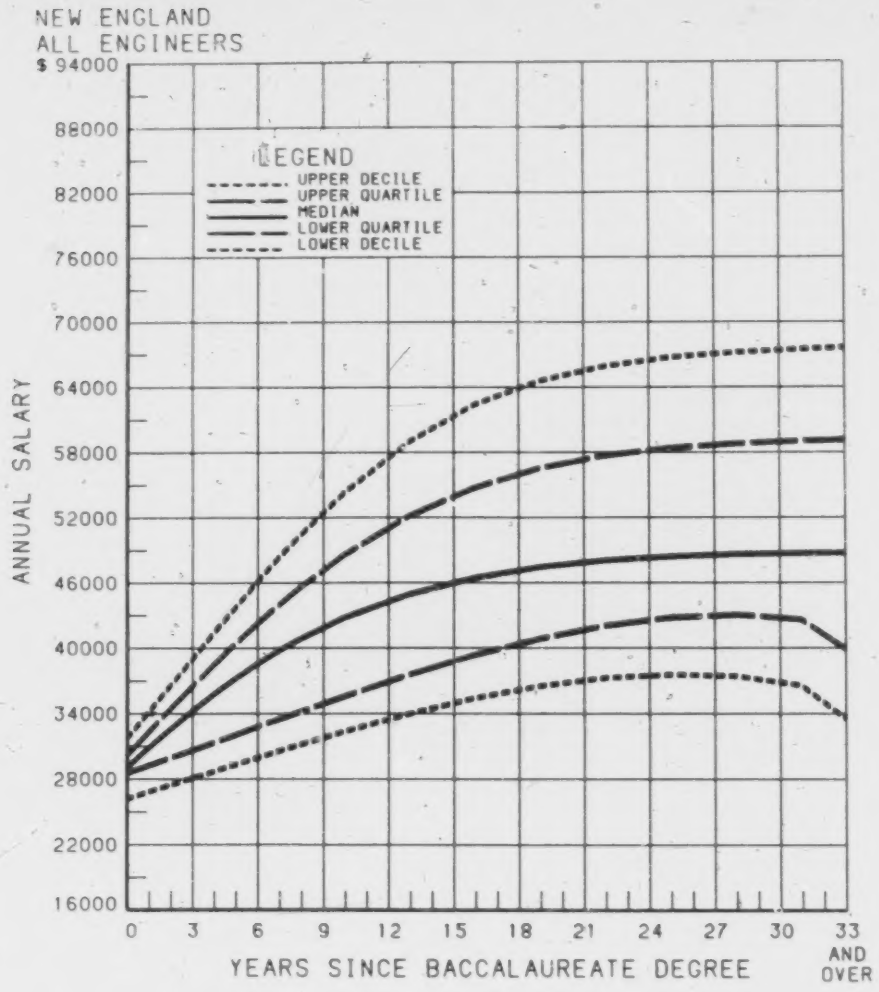
East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

West South Central:
- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:
- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:
- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: Some participating employers are multi-regional, i.e., classed in none of the above categories.



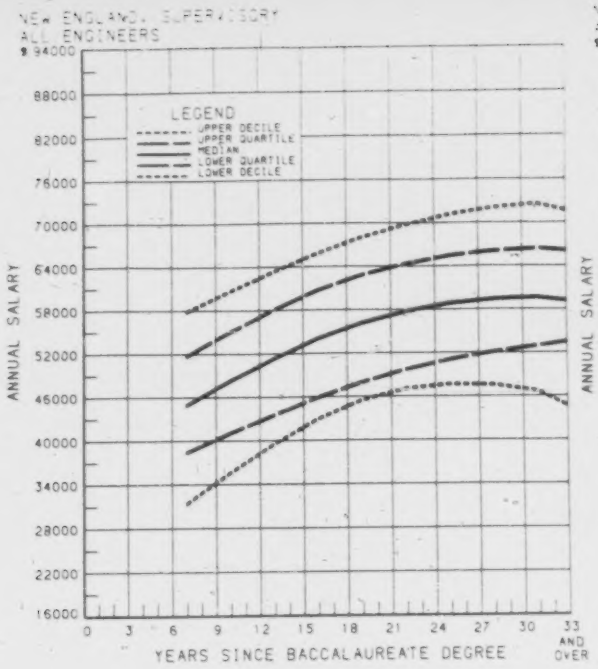
SMOOTH CURVES

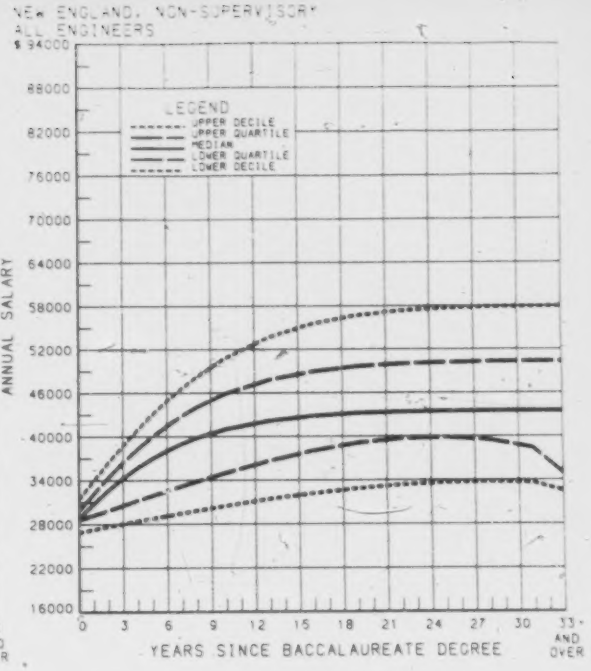
NEW ENGLAND

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	34100	36500	38900	41350	43700	46050	48300	50400
UPPER QUARTILE	30100	32250	34350	36400	38400	40350	42200	43950	45600
MEDIAN	29000	30800	32500	34150	35700	37150	38500	39750	40850
LOWER QUARTILE	28500	29200	29900	30600	31300	32000	32750	33450	34150
LOWER DECILE	26150	26800	27400	28050	28650	29300	29900	30550	31150
MEAN	29150	30800	32400	34000	35500	36950	38300	39600	40800
TOTAL NUMBER	106	198	159	177	151	260	111	128	127
NUMBERS OVER $69000	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $16000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	54300	59000	62400	64600	65950	66750	67200	67500	67650	60450
UPPER QUARTILE	48550	52150	54750	56550	57700	58400	58800	59050	59150	50050
MEDIAN	42800	44950	46450	47450	48050	48400	48600	48700	48750	40600
LOWER QUARTILE	35550	37550	39350	40850	42050	42800	43050	42600	39950	34100
LOWER DECILE	32350	33950	35400	36500	37250	37550	37400	36550	33550	29850
MEAN	43000	45600	47550	48900	49850	50450	50800	51000	51100	43150
TOTAL NUMBER	283	310	306	254	241	195	155	91	334	3593
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 3593





SMOOTH CURVES

NEW ENGLAND, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	57850	58800
UPPER QUARTILE	0	0	0	0	0	0	0	51650	52850
MEDIAN	0	0	0	0	0	0	0	44900	46050
LOWER QUARTILE	0	0	0	0	0	0	0	38350	39250
LOWER DECILE	0	0	0	0	0	0	0	31350	32800
MEAN	0	0	0	0	0	0	0	45350	46450
TOTAL NUMBER	6	2	0	6	8	7	8	20	13
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	60700	63350	65800	68000	69750	71150	72050	72600	71650	69500
UPPER QUARTILE	55050	58100	60700	62800	64350	65450	66050	66400	66100	62750
MEDIAN	48300	51350	54050	56150	57750	58850	59400	59650	59200	55200
LOWER QUARTILE	41050	43550	45900	47950	49700	51050	52100	52950	53500	46800
LOWER DECILE	35600	39550	42950	45500	47050	47650	47550	46650	44650	40450
MEAN	48550	51500	54050	56250	57900	59100	59900	60300	60000	55200
TOTAL NUMBER	85	86	137	85	86	70	79	52	121	878
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 878

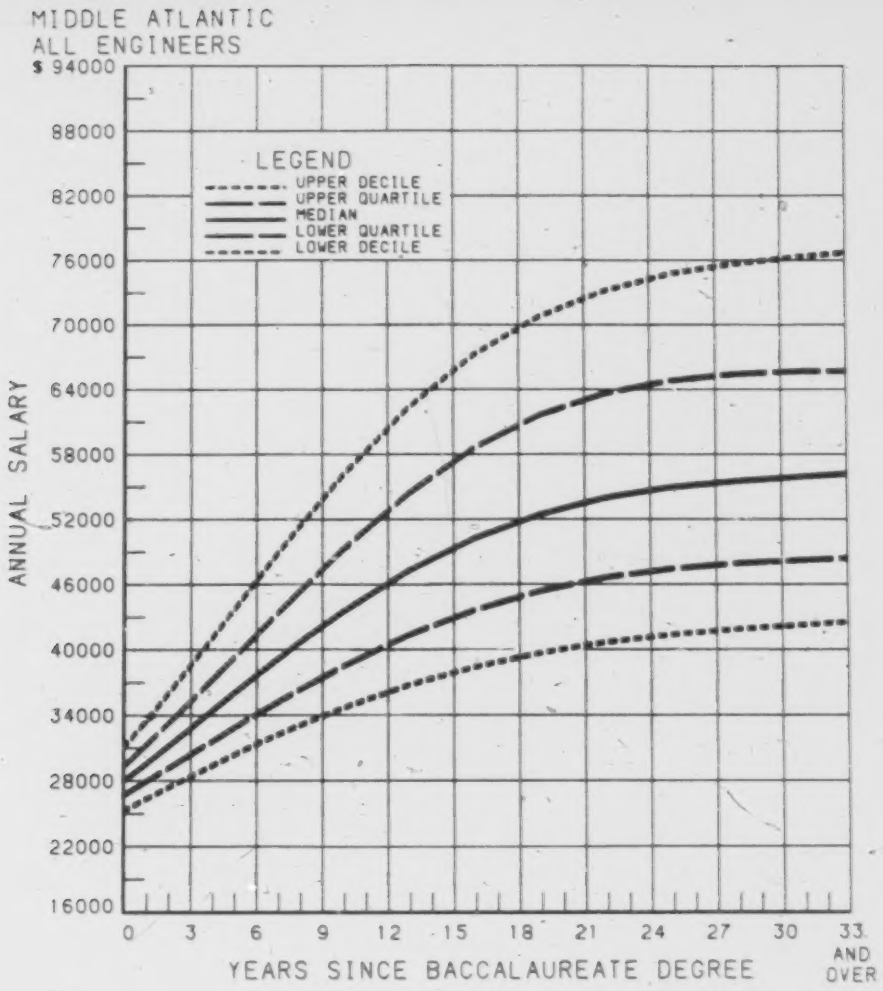
SMOOTH CURVES

NEW ENGLAND, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31450	33950	36400	38700	40900	43000	44900	46600	48150
UPPER QUARTILE	29850	32150	34350	36400	38250	39950	41450	42800	44000
MEDIAN	28800	30750	32600	34250	35700	36950	38050	39000	39800
LOWER QUARTILE	28600	29250	29900	30550	31250	31900	32550	33200	33800
LOWER DECILE	26900	27300	27700	28050	28450	28800	29150	29500	29850
MEAN	28550	30450	32250	33900	35400	36700	37900	38950	39850
TOTAL NUMBER	99	196	159	171	143	253	102	107	114
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50400	53700	55350	56700	57350	57700	57900	57950	58000	51700
UPPER QUARTILE	43900	47800	48950	49650	50000	50200	50300	50350	50350	44650
MEDIAN	41000	42150	42800	43200	43350	43450	43500	43500	43500	38150
LOWER QUARTILE	35000	36650	38050	39100	39700	39850	39900	38400	34950	32300
LOWER DECILE	30300	31450	32200	32850	33350	33650	33750	33600	32500	29050
MEAN	41250	42700	43350	44050	44350	44500	44550	44600	44600	39250
TOTAL NUMBER	197	223	169	168	154	124	75	38	212	2715
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 2715



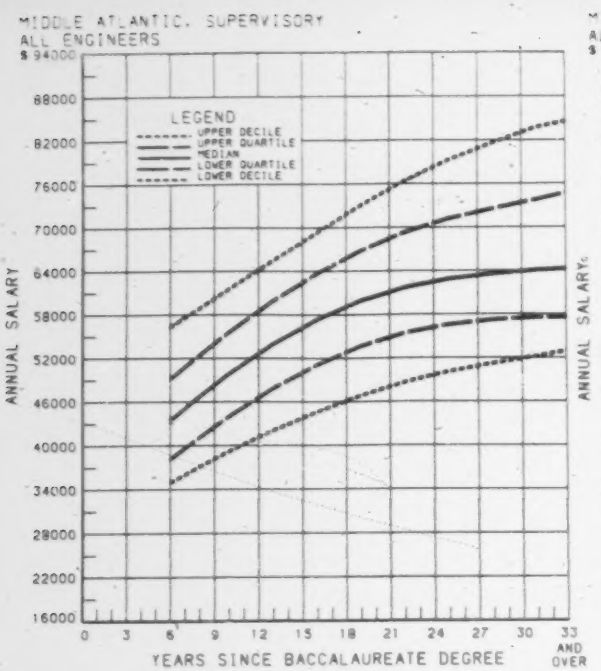
SMOOTH CURVES

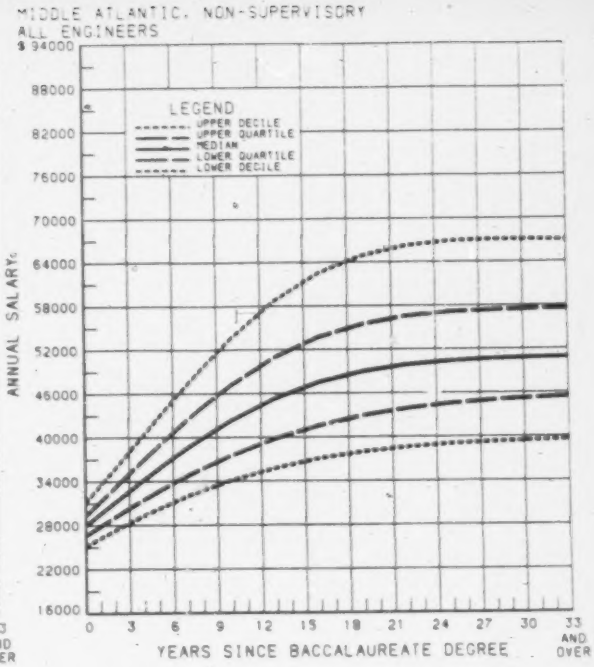
MIDDLE ATLANTIC

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31050	33450	35900	38450	41000	43600	46200	48800	51300
UPPER QUARTILE	29300	31200	33150	35150	37150	39200	41250	43300	45300
MEDIAN	27950	29500	31100	32700	34350	35950	37550	39100	40650
LOWER QUARTILE	26650	27900	29100	30350	31550	32800	34000	35150	36300
LOWER DECILE	25250	26300	27350	28350	29350	30350	31300	32200	33050
MEAN	28300	29950	31600	33250	34900	36550	38200	39850	41400
TOTAL NUMBER	348	584	694	535	595	685	561	437	456
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	7	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56100	62350	67250	70800	73200	74750	75700	76350	76700	66500
UPPER QUARTILE	49200	54400	58600	61650	63650	64850	65450	65700	65700	55900
MEDIAN	43500	47250	50250	52450	54000	55000	55550	55950	56200	45400
LOWER QUARTILE	38450	41350	43650	45400	46650	47450	47950	48250	48400	35850
LOWER DECILE	34650	36750	38400	39700	40700	41400	41900	42300	42550	30450
MEAN	44400	48400	51550	53950	55600	56700	57350	57850	58100	47150
TOTAL NUMBER	1292	1343	1232	1043	976	976	860	739	1386	14750
NUMBERS OVER $99900	0	0	0	1	2	3	6	4	12	32
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	8

NUMBER OF ENGINEERS COVERED - 14750





SMOOTH CURVES

MIDDLE ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	56300	57600	58900
UPPER QUARTILE	0	0	0	0	0	0	49100	50800	52400
MEDIAN	0	0	0	0	0	0	43400	45100	46750
LOWER QUARTILE	0	0	0	0	0	0	38100	39600	41100
LOWER DECILE	0	0	0	0	0	0	34900	36000	37100
MEAN	0	0	0	0	0	0	44850	46230	47650
TOTAL NUMBER	0	3	10	10	28	28	60	57	47
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	61550	65500	69330	73000	76350	79250	81600	83750	84600	77200
UPPER QUARTILE	55600	59950	63700	66800	69300	71200	72550	73800	74700	67600
MEDIAN	49850	54000	57400	59950	61700	62900	63550	64050	64250	59300
LOWER QUARTILE	44000	47900	51150	53700	55450	56600	57250	57550	57600	51950
LOWER DECILE	39200	42100	44650	46850	48650	50100	51200	52200	52950	44050
MEAN	50350	54150	57500	60300	62500	64150	65350	66300	67000	60200
TOTAL NUMBER	251	397	391	395	373	398	320	310	552	3640
NUMBERS OVER $99900	0	0	0	0	2	3	8	4	12	31
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3640

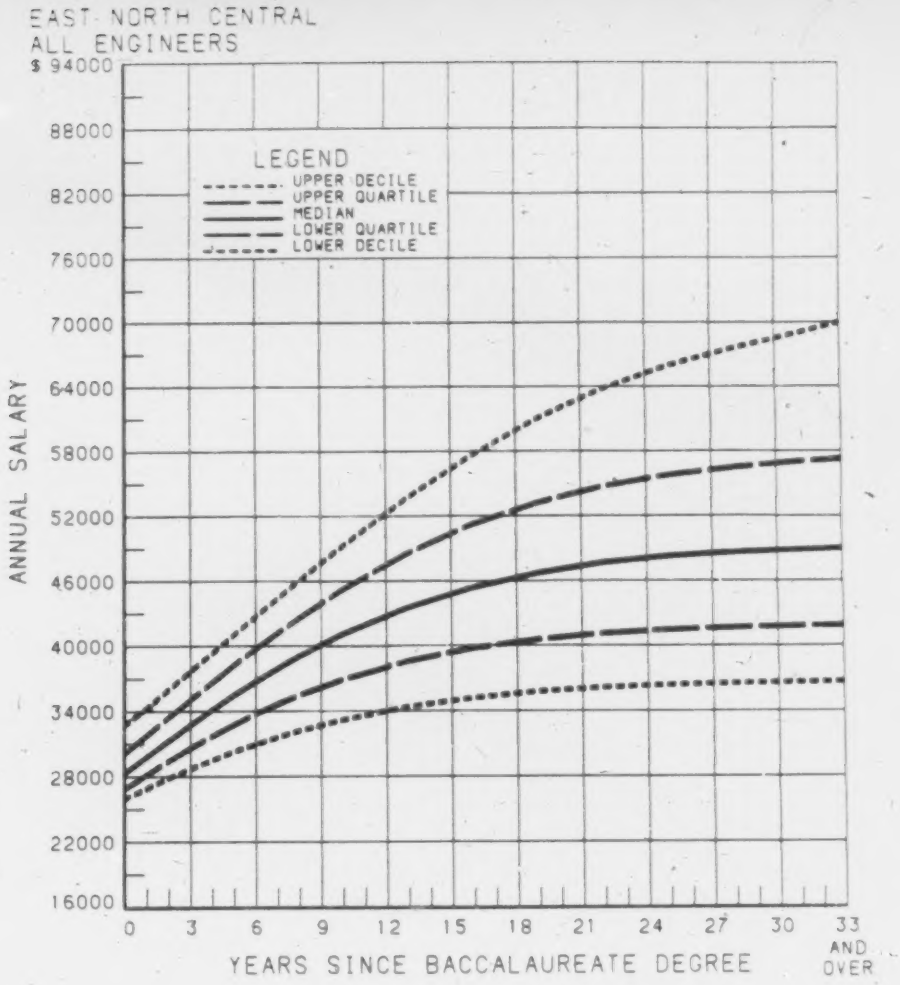
SMOOTH CURVES

MIDDLE ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	33400	35650	38000	40350	42700	45050	47300	49500
UPPER QUARTILE	29300	31200	33100	35050	36950	38800	40650	42450	44150
MEDIAN	27950	29550	31100	32650	34200	35700	37200	38600	39900
LOWER QUARTILE	26600	27850	29100	30350	31500	32650	33750	34800	35750
LOWER DECILE	25150	26250	27300	28350	29350	30250	31150	32000	32750
MEAN	28250	29850	31400	33000	34550	36100	37600	39050	40450
TOTAL NUMBER	347	580	683	524	566	657	500	380	408
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	7	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	53600	58750	62300	64900	66250	66900	67100	67100	67000	58050
UPPER QUARTILE	47200	51000	53750	55500	56600	57150	57400	57350	57550	49800
MEDIAN	42350	45350	47350	49000	49900	50400	50700	50850	50900	41200
LOWER QUARTILE	37550	39850	41600	42950	43900	44550	45000	45300	45450	33650
LOWER DECILE	34150	35800	37100	38000	38600	39050	39300	39500	39600	29450
MEAN	43000	46200	48350	50200	51200	51750	52050	52200	52250	42850
TOTAL NUMBER	1041	946	841	648	603	578	540	428	833	11110
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	8

NUMBER OF ENGINEERS COVERED - 11110



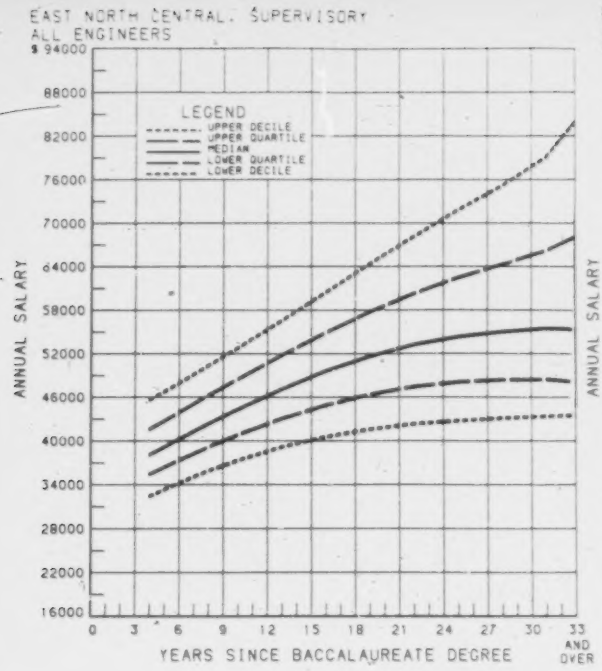
SMOOTH CURVES

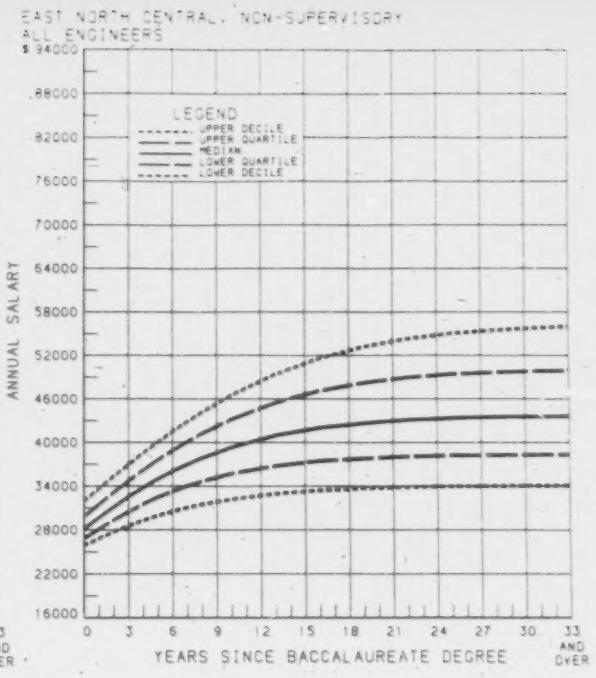
EAST NORTH CENTRAL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32700	34300	35950	37650	39300	41000	42700	44350	46000
UPPER QUARTILE	30100	31750	33400	35000	36600	38200	39700	41150	42550
MEDIAN	28300	29800	31250	32700	34100	35450	36700	37900	39050
LOWER QUARTILE	26850	28150	29400	30600	31700	32750	33750	34650	35450
LOWER DECILE	25950	26900	27850	28700	29500	30300	30950	31600	32200
MEAN	29000	30350	31700	33050	34350	35600	36800	38000	39150
TOTAL NUMBER	729	898	721	733	801	750	671	514	494
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49200	53700	57650	61050	63800	65950	67600	69000	70000	55650
UPPER QUARTILE	45200	48550	51250	53250	54750	55800	56500	57050	57300	47500
MEDIAN	41100	43550	45400	46750	47700	48300	48650	48900	49050	39650
LOWER QUARTILE	36900	38600	39800	40600	41150	41500	41700	41850	41900	33350
LOWER DECILE	33200	34400	35200	35800	36150	36400	36550	36650	36700	29400
MEAN	41250	43950	46150	47800	49100	50000	50600	51100	51350	41700
TOTAL NUMBER	1417	1196	1127	910	848	818	725	694	1184	15239
NUMBERS OVER $99900	0	1	0	0	3	0	9	9	21	46
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	6

NUMBER OF ENGINEERS COVERED - 15239





SMOOTH CURVES

EAST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	45600	46750	47900	49100	50300
UPPER QUARTILE	0	0	0	0	41550	42700	43850	45050	46200
MEDIAN	0	0	0	0	38050	39100	40200	41250	42300
LOWER QUARTILE	0	0	0	0	35400	36350	37300	38200	39100
LOWER DECILE	0	0	0	0	32400	33300	34200	35050	35850
MEAN	0	0	0	0	38850	39900	40950	42000	43000
TOTAL NUMBER	4	27	78	69	107	127	151	131	138
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	52800	56600	60450	64350	68100	71750	75100	79000	83850	67200
UPPER QUARTILE	48450	51800	54900	57750	60250	62450	64250	66150	68050	56600
MEDIAN	44300	47100	49600	51600	53200	54300	55000	55450	55350	49000
LOWER QUARTILE	40800	43050	44900	46350	47400	48050	48350	48400	48100	42650
LOWER DECILE	37300	39150	40550	41550	42300	42750	43100	43350	43500	37750
MEAN	45050	47850	50400	52650	54600	56200	57500	58750	59950	51200
TOTAL NUMBER	413	374	494	448	376	353	357	353	549	4557
NUMBERS OVER $99900	0	1	0	0	3	0	9	9	21	46
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 4557

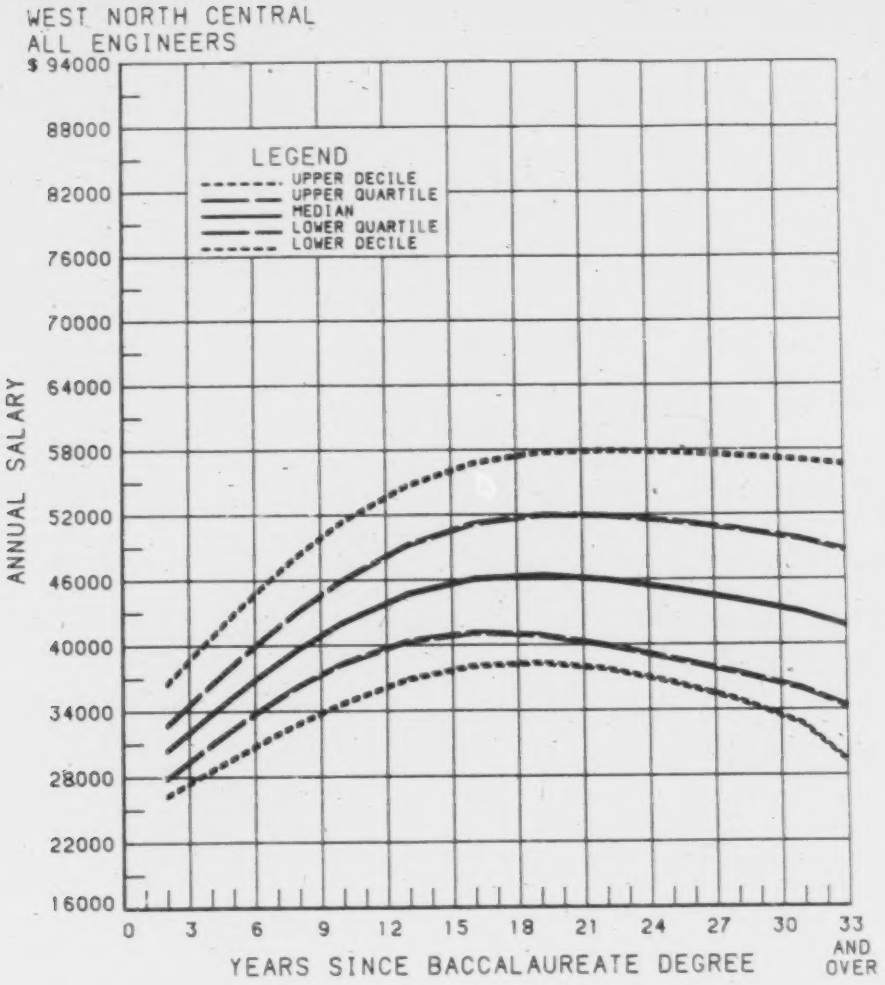
SMOOTH CURVES

EAST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31900	33600	35300	36900	38500	40000	41500	42850	44150
UPPER QUARTILE	29800	31450	33100	34650	36150	37550	38950	40050	41200
MEDIAN	28150	29650	31100	32500	33750	34950	36000	36950	37850
LOWER QUARTILE	26800	28100	29350	30450	31500	32450	33250	34000	34650
LOWER DECILE	25850	26850	27750	28550	29300	29950	30550	31050	31500
MEAN	28600	30000	31350	32650	33900	35000	36050	37050	37950
TOTAL NUMBER	724	871	643	663	694	623	519	382	356
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46500	49400	51600	53200	54300	55050	55500	55850	56000	48550
UPPER QUARTILE	43150	45450	47100	48200	48950	49400	49650	49850	49900	42200
MEDIAN	39300	40950	42000	42650	43100	43350	43500	43550	43600	36550
LOWER QUARTILE	35700	36750	37450	37800	38050	38200	38250	38300	38300	31550
LOWER DECILE	32200	32950	33400	33700	33850	33950	34000	34050	34050	28550
MEAN	39450	41250	42500	43350	43900	44250	44450	44550	44600	37650
TOTAL NUMBER	1004	821	633	462	471	465	368	340	635	10682
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	6

NUMBER OF ENGINEERS COVERED - 10682



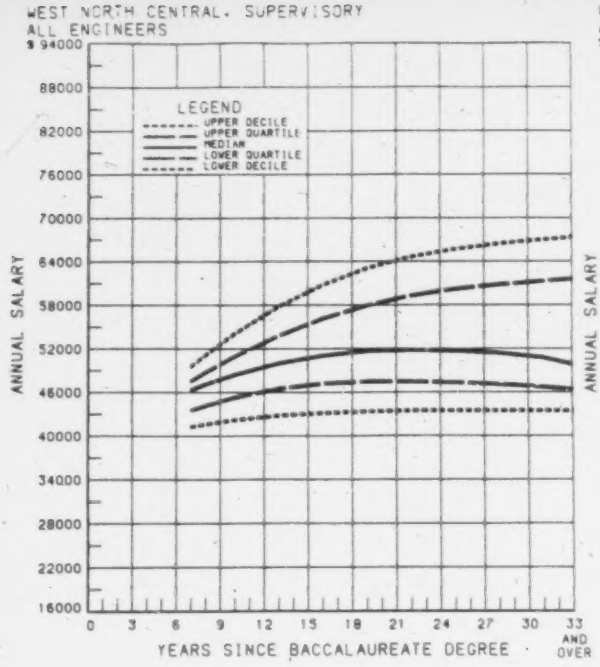
SMOOTH CURVES

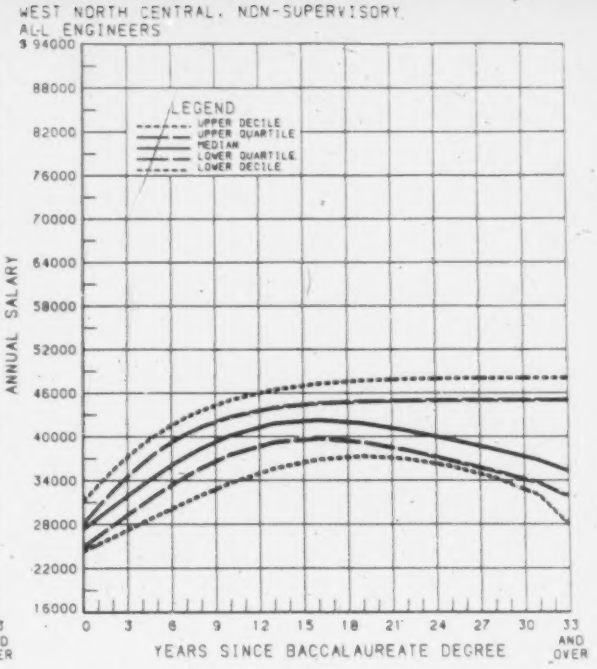
WEST NORTH CENTRAL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36450	38600	40700	42750	44700	46550	48300
UPPER QUARTILE	0	0	32650	34500	36350	38150	39900	41550	43150
MEDIAN	0	0	30350	32000	33650	35250	36800	38250	39650
LOWER QUARTILE	0	0	27800	29300	30850	32300	33700	35000	36250
LOWER DECILE	0	0	26200	27350	28500	29600	30700	31800	32800
MEAN	0	0	30800	32450	34000	35600	37100	38550	39950
TOTAL NUMBER	25	28	163	109	118	167	148	145	139
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51350	54700	56750	57700	57900	57750	57400	57000	56600	52700
UPPER QUARTILE	45950	49200	51150	51900	51850	51350	50600	49630	48600	46750
MEDIAN	42050	44700	46050	46350	45950	45100	44100	42900	41650	40300
LOWER QUARTILE	38300	40350	41100	40850	39900	38650	37350	35850	34250	35100
LOWER DECILE	34650	36850	38050	38300	37750	36500	34900	32650	29250	30100
MEAN	42400	45200	46800	47300	47050	46300	45350	44100	42650	41500
TOTAL NUMBER	366	416	318	150	176	87	47	48	402	3059
NUMBERS OVER $99900	0	0	0	0	0	1	0	0	2	4
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 3059





SMOOTH CURVES

WEST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	49550	51150
UPPER QUARTILE	0	0	0	0	0	0	0	47550	48750
MEDIAN	0	0	0	0	0	0	0	46350	47100
LOWER QUARTILE	0	0	0	0	0	0	0	43500	44150
LOWER DECILE	0	0	0	0	0	0	0	41250	41600
MEAN	0	0	0	0	0	0	0	45850	46700
TOTAL NUMBER	0	0	0	3	18	7	5	19	53
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	54100	57850	60800	63050	64650	65700	66450	67000	67350	62650
UPPER QUARTILE	50950	53800	56150	57950	59300	60200	60800	61300	61600	55300
MEDIAN	48450	50000	51050	51650	51800	51650	51350	50750	49850	50100
LOWER QUARTILE	45300	46500	47200	47450	47450	47300	47050	46700	46350	46050
LOWER DECILE	42200	42800	43150	43350	43450	43450	43450	43450	43400	41450
MEAN	48350	50350	51900	53000	53750	54150	54350	54350	54200	51300
TOTAL NUMBER	122	106	179	63	75	35	28	17	117	852
NUMBERS OVER $99900	0	0	0	0	0	1	0	0	2	4
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 852

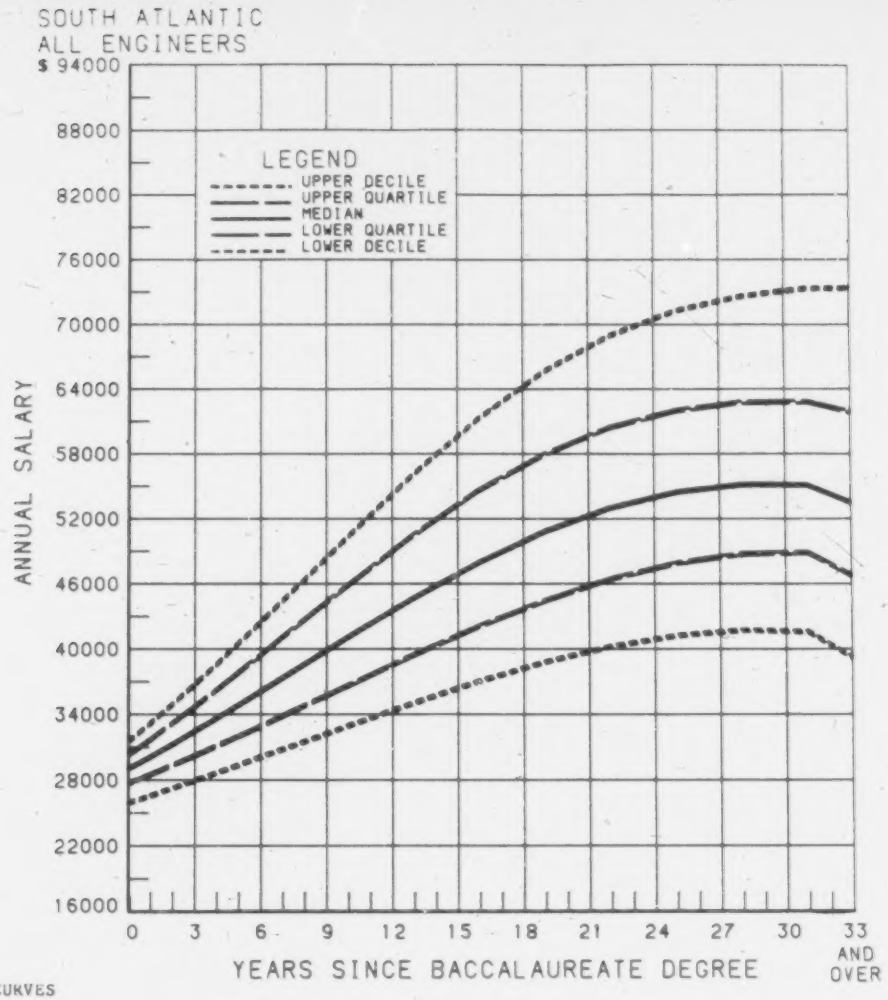
SMOOTH CURVES

WEST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31100	33300	35350	37300	38850	40300	41550	42650	43550
UPPER QUARTILE	28050	30350	32500	34500	36250	37850	39200	40350	41300
MEDIAN	27300	28850	30350	31850	33300	34700	36050	37250	38350
LOWER QUARTILE	24900	26350	27800	29250	30650	32050	33300	34550	35650
LOWER DECILE	24300	25250	26200	27200	28200	29150	30100	31050	31950
MEAN	27650	29150	30600	32000	33400	34750	36000	37150	38200
TOTAL NUMBER	25	27	163	106	100	159	143	126	85
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	45000	46450	47250	47700	47900	48000	48050	48050	48050	45750
UPPER QUARTILE	42700	43950	44550	44800	44900	44950	45000	45000	45000	41900
MEDIAN	40150	41800	42250	41800	40800	39550	38250	36750	35250	37700
LOWER QUARTILE	37500	39200	39700	39200	38100	36700	35250	33600	31750	33750
LOWER DECILE	33600	35600	36850	37300	36900	35900	34150	31950	27950	29000
MEAN	39950	41700	42400	42300	41650	40750	39650	38750	37650	37750
TOTAL NUMBER	243	310	139	87	101	51	19	30	285	2207
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 2207



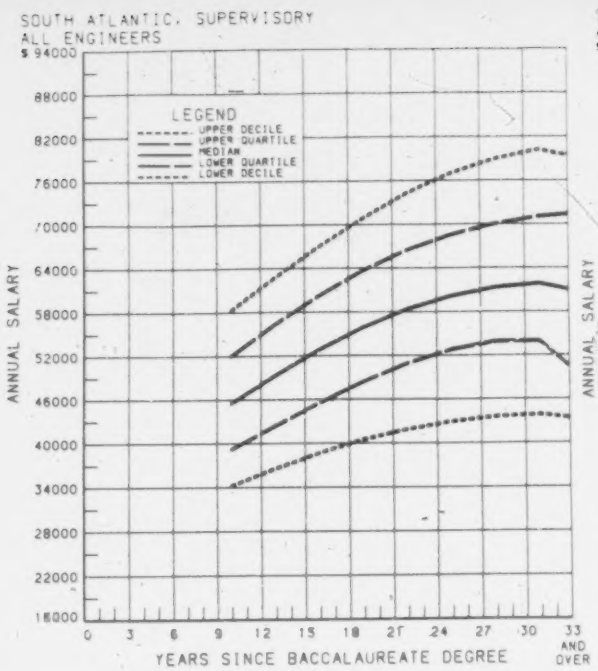
SMOOTH CURVES

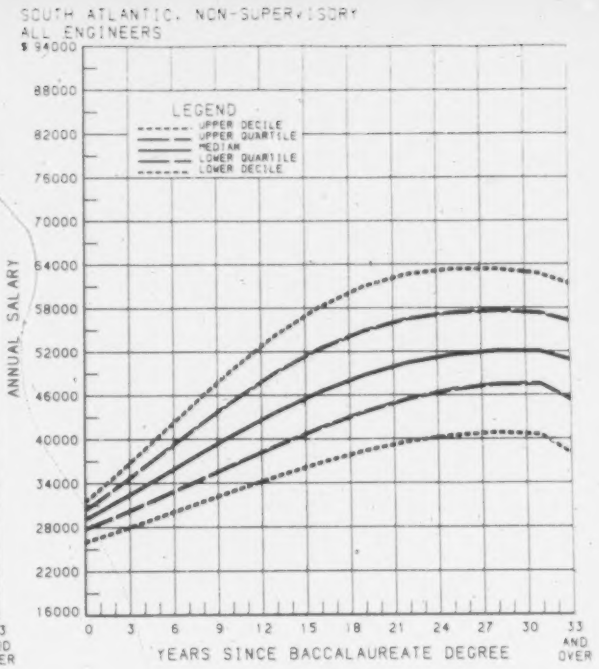
SOUTH ATLANTIC

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31500	33200	34950	36750	38600	40550	42450	44450	46400
UPPER QUARTILE	30250	31700	33200	34700	36250	37850	39450	41100	42700
MEDIAN	29000	30100	31250	32450	33650	34850	36100	37350	38600
LOWER QUARTILE	27650	28500	29350	30200	31100	32000	32900	33850	34800
LOWER DECILE	25900	26550	27250	27950	28650	29350	30100	30800	31500
MEAN	28850	30050	31250	32500	33750	35000	36300	37600	38950
TOTAL NUMBER	413	310	285	501	412	368	279	325	247
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50400	56150	61300	65650	68950	71250	72600	73350	73350	63000
UPPER QUARTILE	45900	50550	54650	57950	60450	62000	62750	62800	61850	54300
MEDIAN	41100	44700	48000	50850	53000	54450	55150	55100	53500	43700
LOWER QUARTILE	36650	39450	42100	44450	46450	47900	48750	48900	46750	34150
LOWER DECILE	32950	35050	37050	38800	40200	41200	41700	41550	39200	30100
MEAN	41550	45300	48750	51650	53900	55400	56150	56300	55150	45300
TOTAL NUMBER	607	627	482	608	560	608	483	725	964	8813
NUMBERS OVER $99900	0	0	0	0	0	0	0	3	0	4
NUMBERS UNDER $20000	0	1	0	0	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 8813





SMOOTH CURVES

SOUTH ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	5	5	6	10	14	15
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	58250	62700	66950	70850	74250	76950	78900	80200	79400	76050
UPPER QUARTILE	52000	56300	60200	63650	66450	68550	70000	71050	71350	66800
MEDIAN	45500	49300	52800	55850	58350	60150	61300	61850	61050	57800
LOWER QUARTILE	39150	42400	45500	48400	50900	52800	53900	53950	50500	48550
LOWER DECILE	34200	36550	38650	40500	41900	42950	43600	43850	43400	39150
MEAN	46250	49900	53300	56300	58750	60600	61750	62300	61150	58100
TOTAL NUMBER	64	158	130	190	187	246	206	313	379	1938
NUMBERS OVER $99900	0	0	0	0	0	0	0	3	0	4
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1938

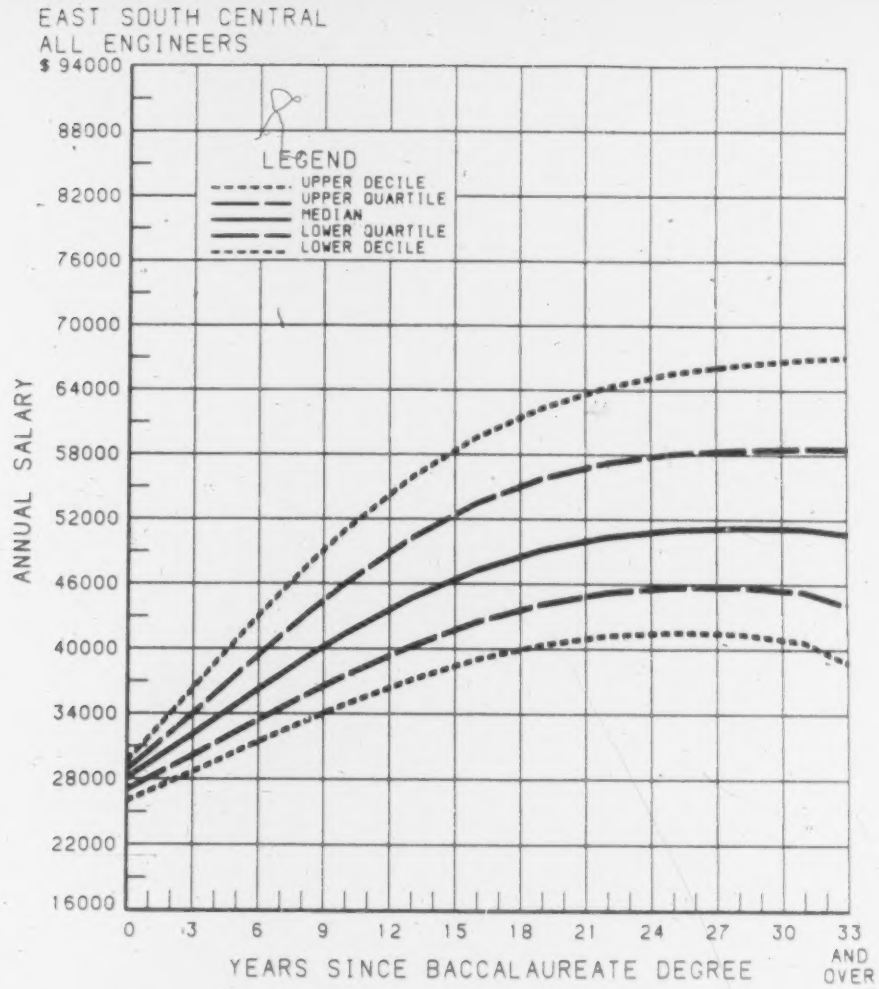
SMOOTH CURVES

SOUTH ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31450	33150	34900	36700	38500	40350	42200	44050	45900
UPPER QUARTILE	30300	31700	33200	34650	36200	37700	39200	40700	42200
MEDIAN	29050	30150	31300	32400	33550	34700	35850	37050	38200
LOWER QUARTILE	27700	28550	29350	30200	31100	31950	32850	33700	34600
LOWER DECILE	25950	26600	27250	27950	28650	29350	30050	30750	31450
MEAN	28850	30050	31200	32450	33650	34850	36100	37300	38550
TOTAL NUMBER	413	309	283	496	406	361	269	311	231
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49450	54250	58150	60950	62650	63350	63350	62700	61350	57050
UPPER QUARTILE	45100	49100	52400	54850	56500	57150	57600	57100	56250	49500
MEDIAN	40450	43650	46450	48750	50450	51550	52050	52000	50850	39550
LOWER QUARTILE	36400	39000	41500	43700	45450	46750	47450	47500	45350	32550
LOWER DECILE	32850	34850	36750	38350	39600	40450	40850	40550	38000	29400
MEAN	40900	44200	47050	49300	50900	51850	52250	52100	51050	41700
TOTAL NUMBER	542	668	352	418	373	362	276	411	584	6874
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	0	0	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 6874



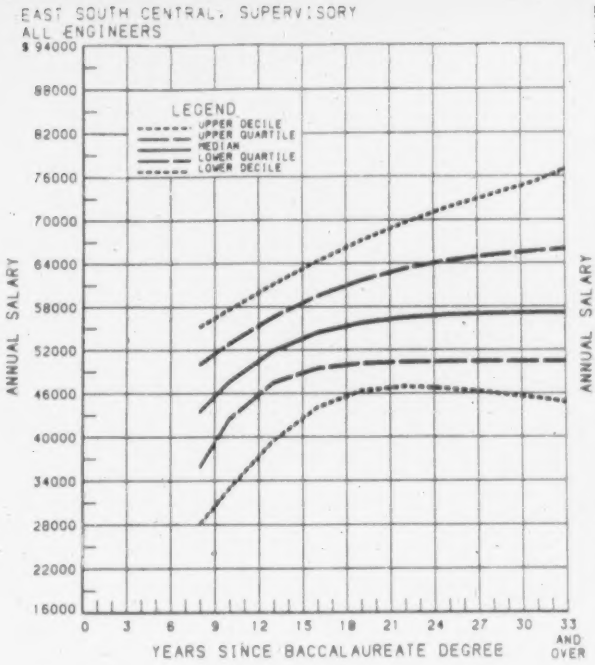
SMOOTH CURVES

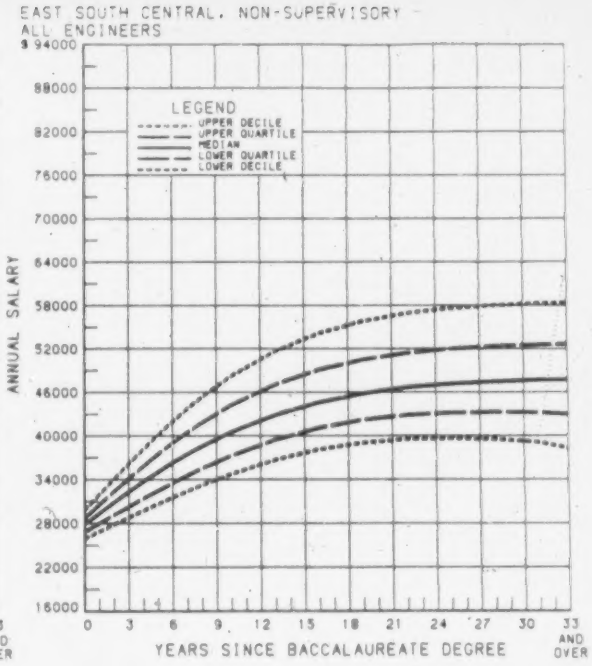
EAST SOUTH CENTRAL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31850	34100	36350	38650	40850	43050	45150	47200
UPPER QUARTILE	28850	30550	32300	34050	35850	37650	39400	41150	42850
MEDIAN	28100	29450	30800	32150	33550	34900	36300	37600	38950
LOWER QUARTILE	27000	28100	29150	30200	31300	32400	33450	34500	35550
LOWER DECILE	26000	26900	27800	28700	29600	30550	31450	32350	33200
MEAN	27850	29300	30800	32300	33800	35250	36750	38200	39600
TOTAL NUMBER	55	77	68	80	61	70	57	62	60
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51000	55850	59600	62350	64300	65600	66350	66900	67100	59800
UPPER QUARTILE	46050	50250	53500	55800	57250	58100	58450	58600	58550	52000
MEDIAN	41400	44700	47300	49200	50400	51050	51250	51150	50700	44000
LOWER QUARTILE	37550	40250	42500	44150	45250	45750	45750	45300	44050	36100
LOWER DECILE	34900	37150	39050	40400	41250	41550	41400	40650	38700	30450
MEAN	42250	45750	48500	50450	51700	52400	52700	52750	52550	44900
TOTAL NUMBER	146	148	165	157	140	150	140	77	232	1952
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	2	4
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1952





SMOOTH CURVES

EAST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	0	0	0	0	55250	
UPPER QUARTILE	0	0	0	0	0	0	0	0	50050	
MEDIAN	0	0	0	0	0	0	0	0	43500	
LOWER QUARTILE	0	0	0	0	0	0	0	0	35900	
LOWER DECILE	0	0	0	0	0	0	0	0	28100	
MEAN	0	0	0	0	0	0	0	0	42150	
TOTAL NUMBER	0	0	0	0	1	7	2	3	6	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	57650	61100	64300	67150	69600	71750	73500	75250	76950	69300
UPPER QUARTILE	52900	56600	59500	61650	63250	64400	65150	65700	66000	62200
MEDIAN	47600	51900	54400	55750	56500	56900	57050	57150	57150	55000
LOWER QUARTILE	42450	47500	49450	50150	50350	50400	50450	50450	50450	48750
LOWER DECILE	32950	39500	44050	46350	46950	46650	46050	45350	44800	43250
MEAN	46750	51800	54950	56800	57850	58400	58650	58800	58800	55900
TOTAL NUMBER	26	41	61	63	52	73	63	29	77	514
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	2	4
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 514

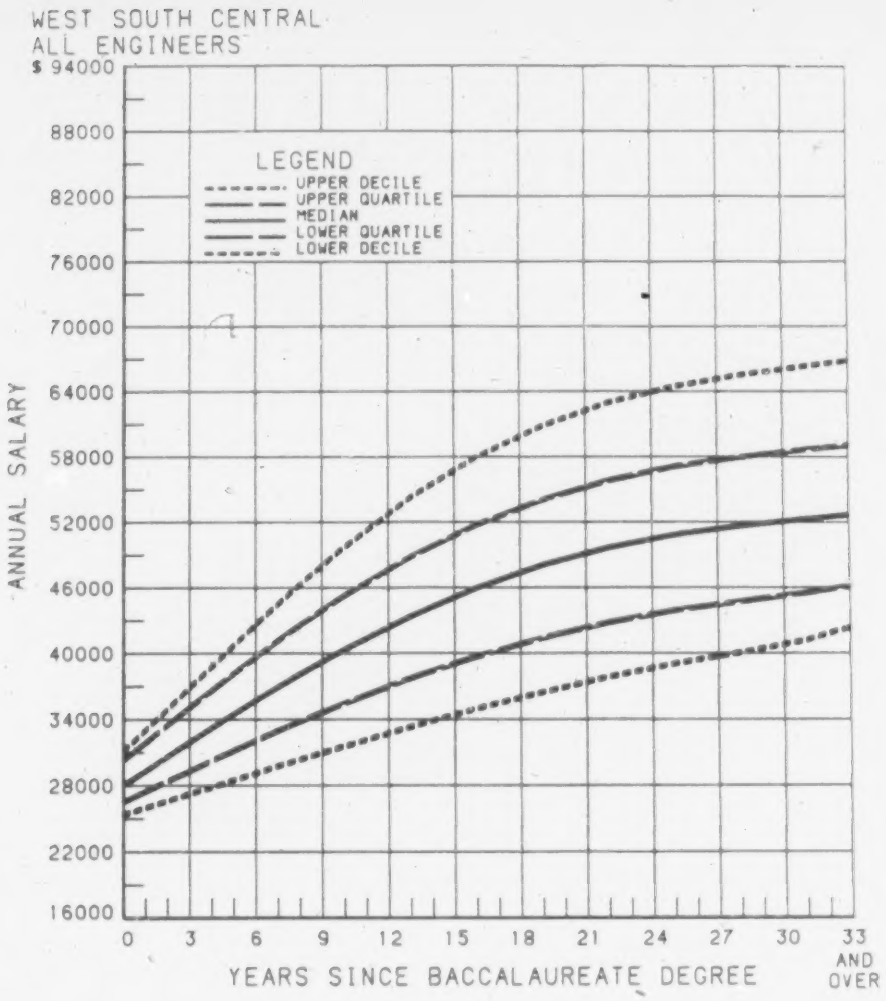
SMOOTH CURVES

EAST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	29800	31950	34050	36150	38150	40100	41950	43700	45300	
UPPER QUARTILE	28700	30550	32350	34100	35800	37450	39000	40450	41800	
MEDIAN	27850	29350	30850	32300	33700	35000	36300	37450	38550	
LOWER QUARTILE	26850	28000	29150	30250	31400	32450	33500	34550	35500	
LOWER DECILE	25900	26900	27850	28800	29750	30650	31550	32400	33250	
MEAN	27700	29300	30850	32400	33850	35250	36550	37800	38950	
TOTAL NUMBER	53	77	68	80	60	63	54	58	54	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48200	51650	54150	55800	56900	57600	58000	58250	58350	52600
UPPER QUARTILE	44200	47050	49100	50500	51400	52000	52350	52550	52650	46850
MEDIAN	40500	42850	44600	45800	46650	47150	47450	47650	47700	40450
LOWER QUARTILE	37250	39450	41100	42200	42850	43150	43250	43150	42950	33850
LOWER DECILE	34750	36700	38150	39050	39550	39650	39500	39100	38300	29500
MEAN	41000	43500	45250	46500	47350	47850	48150	48350	48450	41000
TOTAL NUMBER	120	106	103	94	87	74	76	47	154	1438
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1438



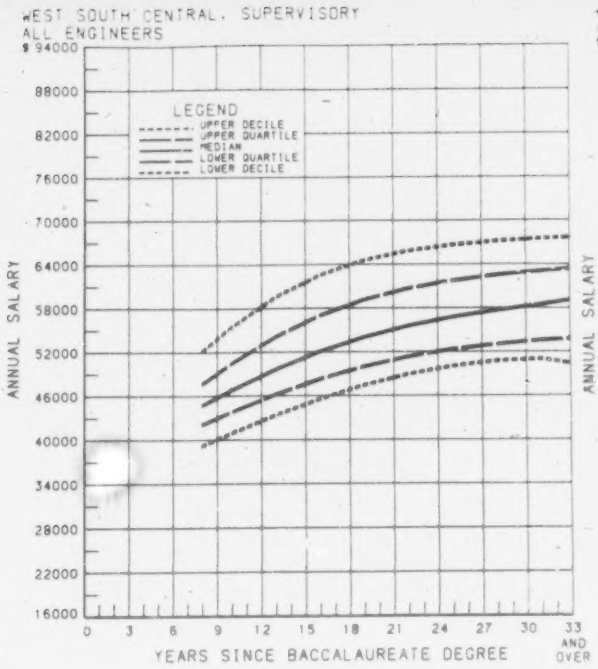
SMOOTH CURVES

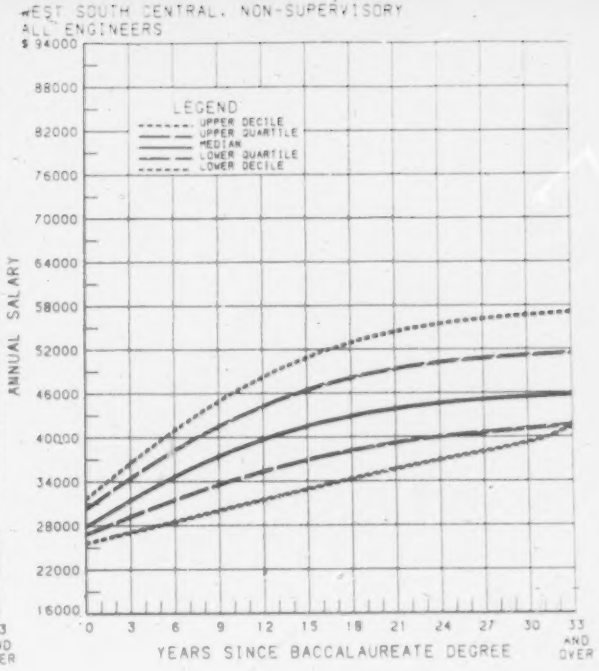
WEST SOUTH CENTRAL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31100	33000	34900	36850	38750	40700	42600	44450	46250
UPPER QUARTILE	30250	31850	33450	35050	36600	38150	39650	41150	42550
MEDIAN	28000	29300	30600	31900	33200	34450	35700	36900	38100
LOWER QUARTILE	26500	27450	28400	29300	30250	31150	32050	32950	33800
LOWER DECILE	25350	26000	26600	27250	27850	28500	29100	29750	30350
MEAN	28400	29700	30950	32200	33500	34750	35950	37150	38350
TOTAL NUMBER	113	99	162	105	142	142	165	197	87
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49700	54250	57950	60800	62950	64450	65500	66300	66800	56850
UPPER QUARTILE	45250	48800	51750	54050	55800	57100	57950	58650	59050	48800
MEDIAN	40350	43350	45950	48050	49650	50850	51650	52300	52700	40350
LOWER QUARTILE	35450	37750	39700	41400	42800	43900	44700	45500	46100	33950
LOWER DECILE	31550	33300	34950	36450	37850	39050	40050	41200	42350	28850
MEAN	40600	43700	46350	48550	50300	51650	52650	53500	54100	42150
TOTAL NUMBER	407	318	268	326	257	159	179	88	44	3267
NUMBERS OVER $99900	0	0	0	0	1	0	0	0	1	5
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3267





SMOOTH CURVES

WEST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	52150
UPPER QUARTILE	0	0	0	0	0	0	0	0	47650
MEDIAN	0	0	0	0	0	0	0	0	44700
LOWER QUARTILE	0	0	0	0	0	0	0	0	42050
LOWER DECILE	0	0	0	0	0	0	0	0	39150
MEAN	0	0	0	0	0	0	0	0	45550
TOTAL NUMBER	2	13	0	4	14	16	35	2	10
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	55500	59600	62350	64550	65850	66650	67150	67500	67650	64650
UPPER QUARTILE	50500	54100	57000	59150	60700	61750	62500	63050	63400	57600
MEDIAN	46800	49650	52050	54000	55550	56750	57650	58450	59100	52400
LOWER QUARTILE	43800	46200	48300	50000	51350	52350	53000	53550	53750	47050
LOWER DECILE	40900	43350	45550	47450	48950	50050	50750	51000	50350	41400
MEAN	47800	50750	53250	55200	56750	57900	58750	59450	60000	53150
TOTAL NUMBER	92	133	88	102	132	85	70	33	21	859
NUMBERS OVER $99900	0	0	0	0	1	0	0	0	1	5
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 859

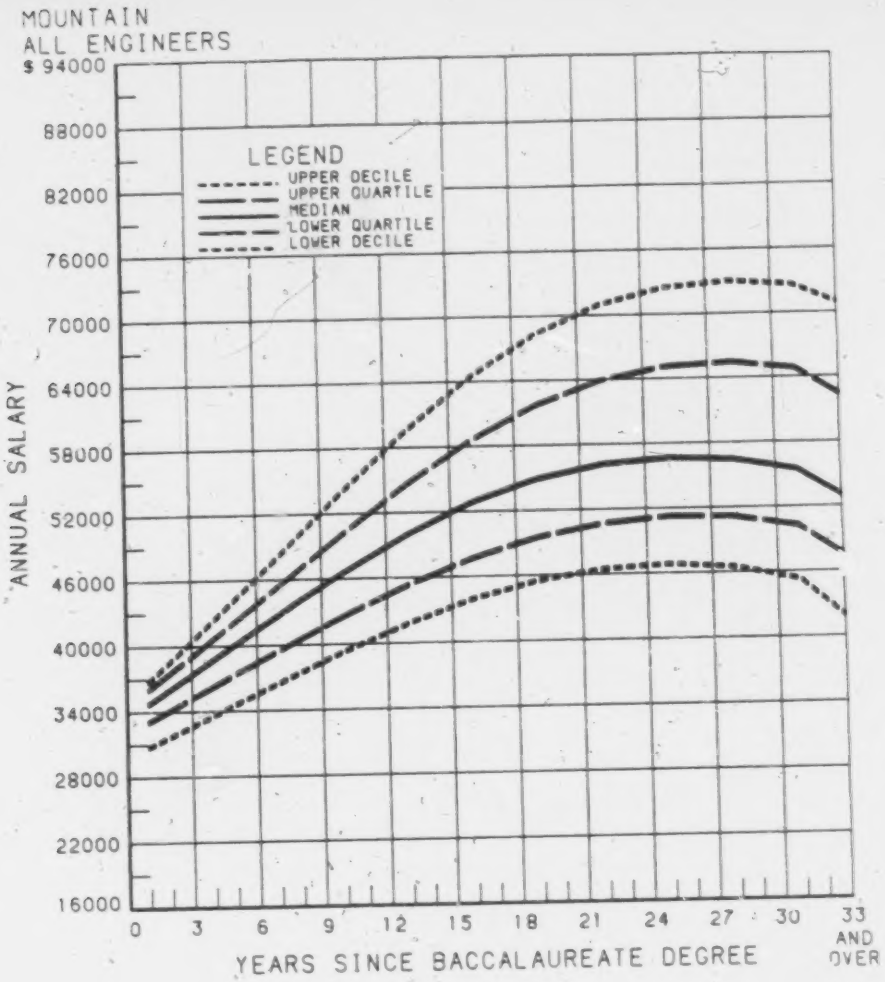
SMOOTH CURVES

WEST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31550	33200	34800	36400	37950	39450	40900	42300	43650
UPPER QUARTILE	30200	31600	33000	34350	35650	36950	38150	39350	40450
MEDIAN	27800	29000	30200	31350	32500	33550	34600	35600	36500
LOWER QUARTILE	26750	27550	28350	29150	29950	30700	31450	32150	32850
LOWER DECILE	25550	26050	26550	27050	27500	28000	28500	29000	29500
MEAN	28450	29550	30650	31700	32750	33800	34800	35750	36650
TOTAL NUMBER	111	86	162	101	127	126	130	193	76
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46100	49200	51650	53500	54850	55750	56350	56800	57050	48700
UPPER QUARTILE	42450	45050	47050	48550	49650	50400	50900	51250	51450	43000
MEDIAN	38200	40350	42000	43250	44150	44800	45250	45550	45700	37400
LOWER QUARTILE	34150	35850	37350	38500	39500	40200	40750	41250	41600	31600
LOWER DECILE	30500	31950	33350	34750	36050	37250	38350	39650	41350	28150
MEAN	38400	40700	42600	44150	45350	46250	46850	47400	47750	38200
TOTAL NUMBER	315	185	179	223	124	73	109	55	22	2408
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2408



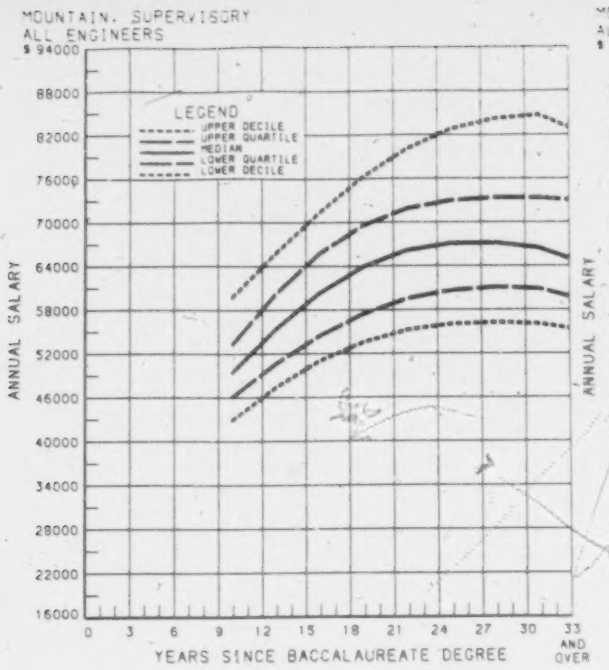
SMOOTH CURVES

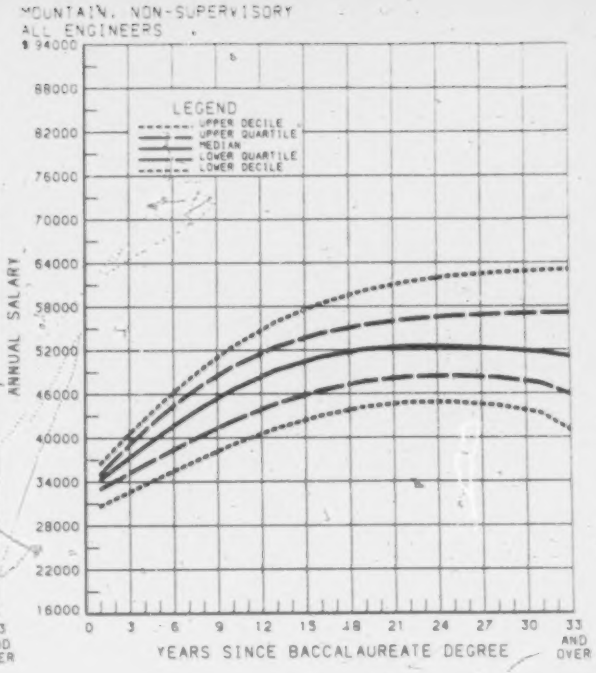
MOUNTAIN

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36750	38550	40400	42300	44200	46150	48100	50100
UPPER QUARTILE	0	36000	37500	39000	40600	42150	43750	45350	46950
MEDIAN	0	34700	36000	37350	38700	40050	41400	42700	44050
LOWER QUARTILE	0	33050	34100	35200	36250	37350	38400	39450	40500
LOWER DECILE	0	30750	31700	32650	33600	34600	35550	36500	37430
MEAN	0	34250	35600	36950	38350	39750	41150	42550	43950
TOTAL NUMBER	14	51	111	93	99	115	110	133	122
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	54000	59550	64400	68250	70950	72500	73050	72650	70950	67000
UPPER QUARTILE	50100	54600	58550	61700	63900	65100	65450	64800	62400	58250
MEDIAN	46550	50000	52850	54900	56150	56650	56450	55450	53050	50100
LOWER QUARTILE	42550	45350	47700	49550	50700	51250	51150	50250	47550	43700
LOWER DECILE	39300	41800	43950	45550	46500	46850	46500	45300	41900	37650
MEAN	46650	50400	53600	56100	57750	58350	58600	57850	55650	51650
TOTAL NUMBER	310	292	294	346	350	376	353	185	411	3772
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	1	2
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3772





SMOOTH CURVES

MOUNTAIN, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	1	1	1	2	7	4
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	59750	65800	71400	76300	80100	82800	84250	84700	83000	80050
UPPER QUARTILE	53300	60250	63750	69600	71900	73000	73400	73350	73050	70550
MEDIAN	49400	55400	60350	63950	66150	67100	67150	66450	65000	64100
LOWER QUARTILE	46050	50600	54450	57500	59550	60650	61100	60850	59800	57350
LOWER DECILE	42900	47400	51000	53600	55250	56050	56250	56050	55450	50600
MEAN	50400	55900	60550	64150	66550	67900	68350	68100	67000	64400
TOTAL NUMBER	38	59	85	132	116	141	134	63	103	892
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	1	2
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 892

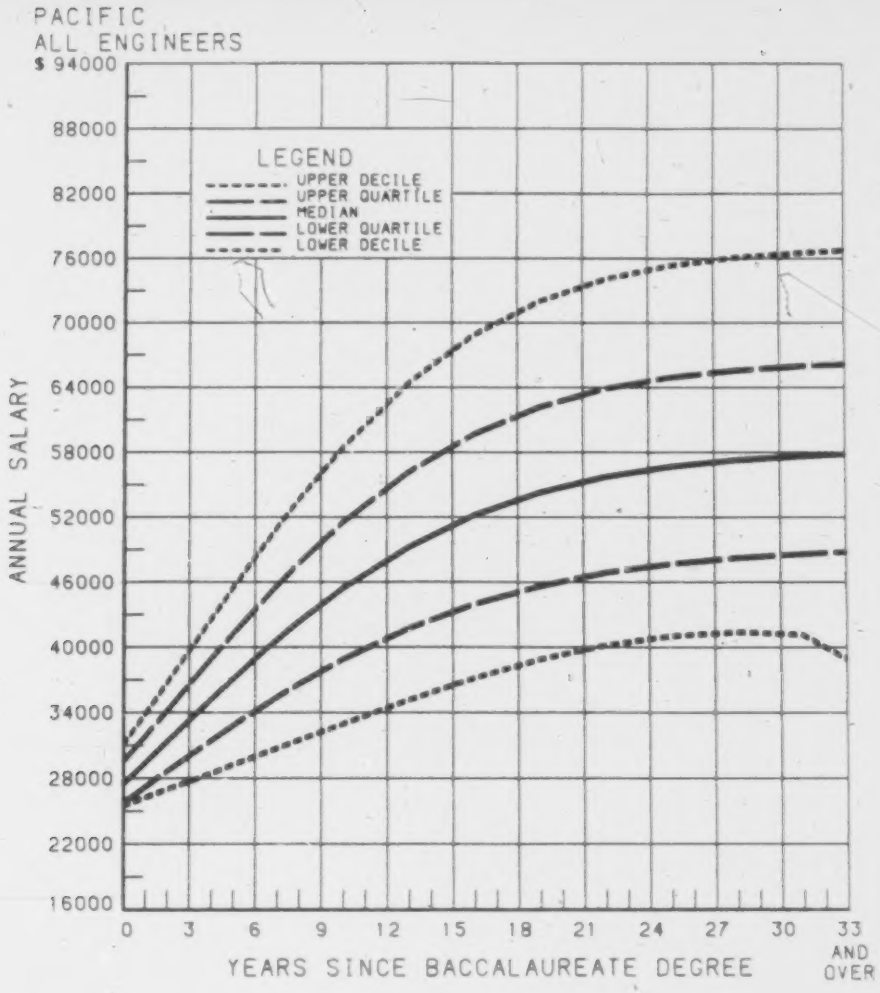
SMOOTH CURVES

MOUNTAIN, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36450	38550	40600	42550	44450	46250	47950	49550
UPPER QUARTILE	0	35000	37100	39050	40950	42750	44400	45900	47300
MEDIAN	0	34250	35800	37300	38800	40250	41650	43000	44250
LOWER QUARTILE	0	33000	34100	35200	36300	37350	38400	39400	40400
LOWER DECILE	0	30650	31650	32600	33600	34550	35500	36400	37300
MEAN	0	33950	35500	37000	38450	39850	41250	42550	43800
TOTAL NUMBER	18	51	109	91	97	113	107	126	117
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	52450	55900	58400	60200	61400	62200	62650	62950	63100	58500
UPPER QUARTILE	49700	52450	54300	55500	56250	56700	56950	57100	57150	53000
MEDIAN	46350	49250	51050	52100	52500	52450	52200	51700	51100	47650
LOWER QUARTILE	42250	44650	46450	47700	48300	48450	48200	47450	45900	41700
LOWER DECILE	39050	41250	43000	44200	44800	44850	44400	43350	41000	38450
MEAN	46050	48800	50700	51900	52500	52750	52700	52500	52150	47650
TOTAL NUMBER	274	432	209	214	236	235	218	121	308	2879
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2879



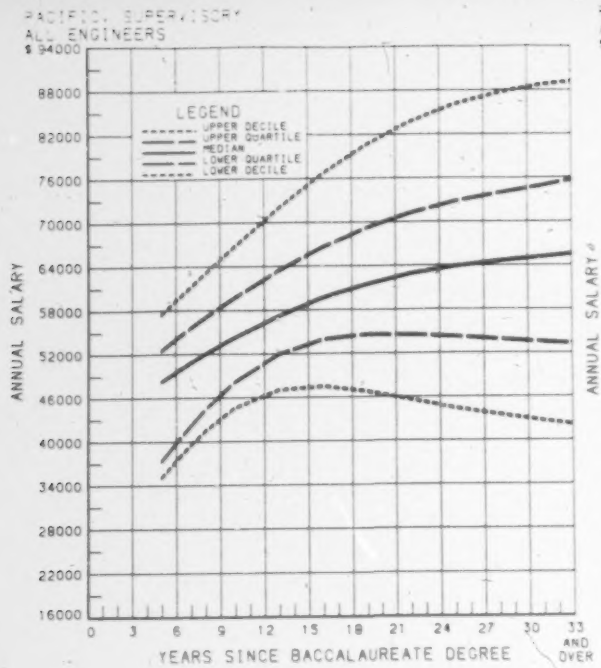
SMOOTH CURVES

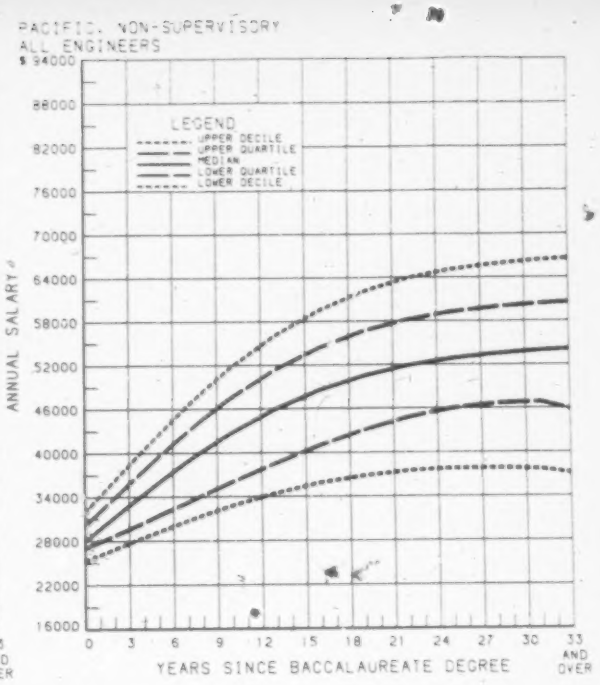
PACIFIC

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31100	33900	36800	39700	42600	45500	48300	51050	53650
UPPER QUARTILE	29500	31850	34200	36600	38950	41250	43500	45700	47750
MEDIAN	27450	29400	31350	33300	35250	37100	38950	40700	42350
LOWER QUARTILE	25750	27200	28650	30050	31450	32850	34150	35450	36650
LOWER DECILE	23500	26250	27000	27700	28450	29250	30000	30750	31500
MEAN	27900	29850	31800	33800	35700	37600	39450	41200	42900
TOTAL NUMBER	164	318	339	167	316	353	311	317	301
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	58450	64450	68900	72000	74050	75350	76100	76550	76750	69650
UPPER QUARTILE	51550	56200	59700	62200	63900	64950	65600	66000	66150	60200
MEDIAN	45450	49250	52200	54300	55750	56700	57300	57650	57850	49400
LOWER QUARTILE	38900	41750	44000	45650	46900	47700	48250	48600	48800	38800
LOWER DECILE	33000	35200	37200	38900	40200	41050	41400	41150	38900	32150
MEAN	46000	49850	52850	55000	56500	57500	58100	58500	58650	50600
TOTAL NUMBER	840	819	928	919	931	1061	806	618	1500	11019
NUMBERS OVER $99900	2	1	4	5	13	12	12	14	30	97
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 11019





SMOOTH CURVES

PACIFIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	57400	59300	61150	63050
UPPER QUARTILE	0	0	0	0	0	52500	54050	55550	57000
MEDIAN	0	0	0	0	0	48250	49550	50800	52000
LOWER QUARTILE	0	0	0	0	0	37350	39850	42200	44400
LOWER DECILE	0	0	0	0	0	33100	37400	39550	41500
MEAN	0	0	0	0	45900	47650	49350	50950	52450
TOTAL NUMBER	0	4	9	8	17	48	40	65	71
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	66750	71950	76650	80600	83750	86100	87650	88750	89150	82650
UPPER QUARTILE	59750	63450	66600	69200	71200	72750	73900	74900	75700	70000
MEDIAN	54300	57250	59650	61500	62900	63900	64600	65150	65550	61150
LOWER QUARTILE	48150	52000	53950	54600	54550	54250	53850	53500	53300	51950
LOWER DECILE	44600	47050	47500	46750	45600	44400	43500	42650	42150	43550
MEAN	55200	58600	61150	62900	64100	64800	65250	65500	65650	62200
TOTAL NUMBER	236	258	337	324	437	463	359	225	589	3500
NUMBERS OVER $99900	2	1	4	5	13	12	12	14	30	97
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3500

SMOOTH CURVES

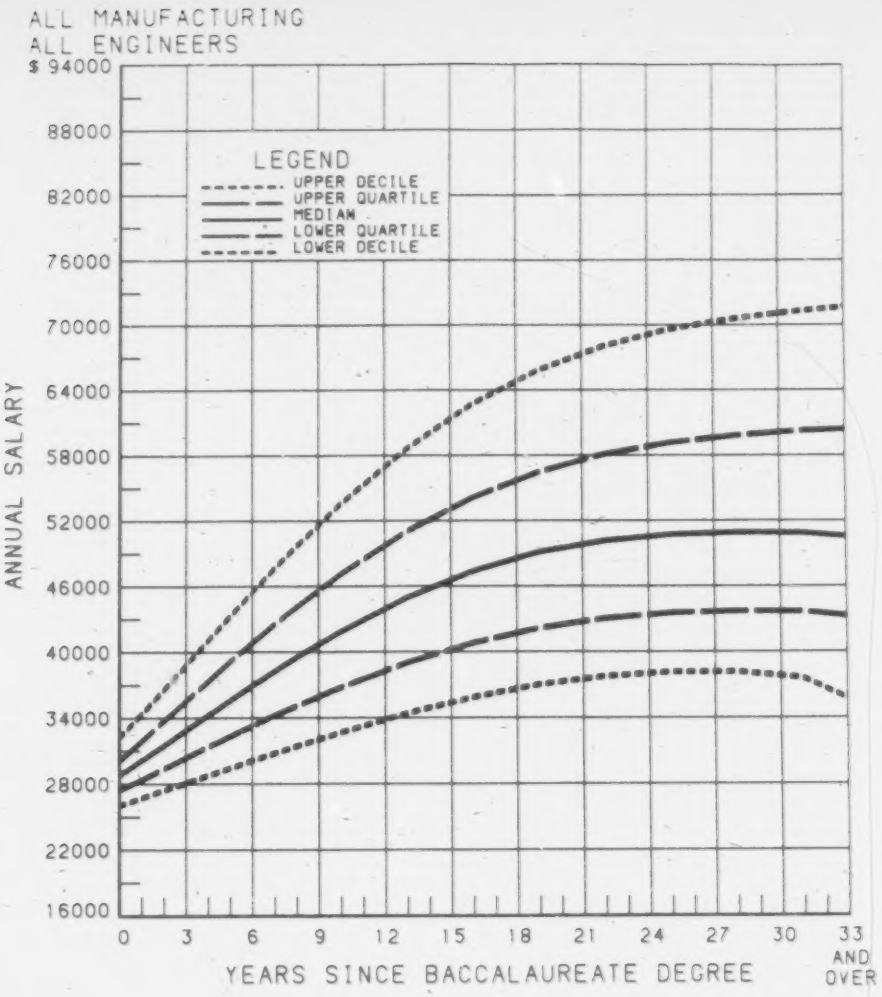
PACIFIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	34100	36200	38350	40450	42500	44500	46450	48300
UPPER QUARTILE	30050	31950	33850	35750	37600	39450	41200	42900	44550
MEDIAN	28000	29600	31200	32800	34350	35900	37400	38850	40200
LOWER QUARTILE	27000	27850	28750	29600	30500	31450	32350	33250	34200
LOWER DECILE	25300	26100	26900	27700	28500	29250	30000	30750	31450
MEAN	28300	29900	31450	32950	34450	35950	37350	38750	40050
TOTAL NUMBER	164	314	329	159	298	305	270	231	229
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51750	56100	59350	62100	63900	65100	65850	66400	66600	61350
UPPER QUARTILE	47600	51400	54400	56650	58200	59250	59950	60400	60600	53750
MEDIAN	42750	46000	48600	50500	51900	52850	53500	53950	54150	44200
LOWER QUARTILE	36000	38600	41050	43100	44800	46000	46700	46900	45900	35350
LOWER DECILE	32800	34300	35900	36850	37500	37800	37850	37700	37150	30450
MEAN	42500	45600	48100	49950	51350	52250	52900	53350	53550	45200
TOTAL NUMBER	603	561	590	594	493	598	447	393	910	7518
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 7518

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS



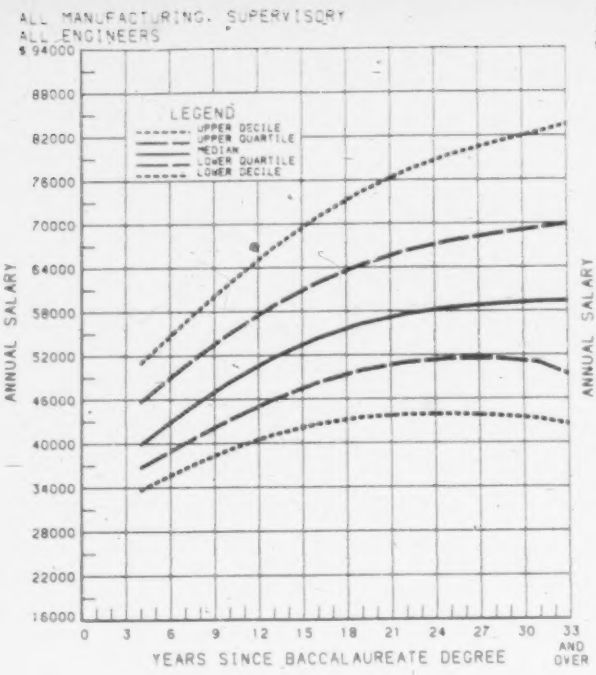
SMOOTH CURVES

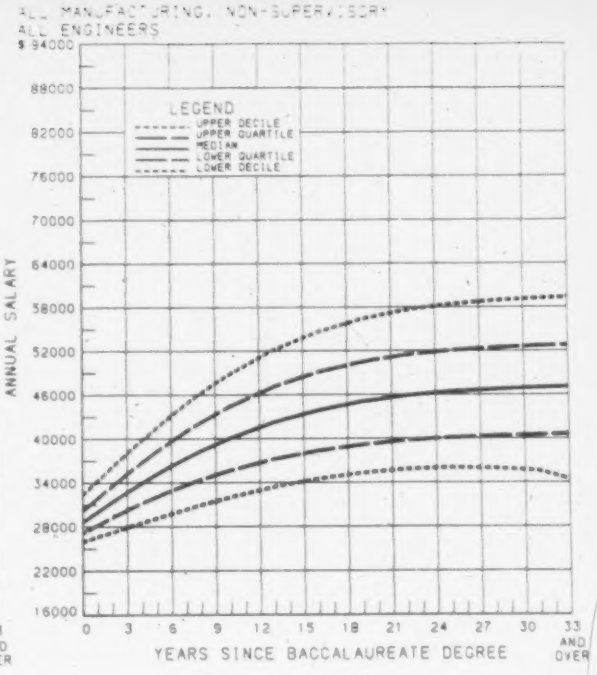
ALL MANUFACTURING

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32150	34350	36550	38800	41050	43250	45450	47600	49650
UPPER QUARTILE	30050	31850	33700	35500	37300	39100	40800	42500	44100
MEDIAN	28750	30100	31450	32850	34200	35550	36900	38200	39500
LOWER QUARTILE	27400	28350	29350	30350	31350	32300	33250	34200	35050
LOWER DECILE	26000	26700	27400	28050	28750	29400	30100	30750	31400
MEAN	29000	30450	31850	33300	34700	36100	37500	38900	40200
TOTAL NUMBER	1673	2240	2275	2043	2256	2332	2069	1827	1571
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	1	3	1	7	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	53550	58600	62700	65800	68050	69600	70600	71300	71650	61350
UPPER QUARTILE	47100	51000	54100	56450	58100	59150	59800	60250	60400	51350
MEDIAN	41850	44950	47350	49100	50150	50700	50900	50850	50550	41850
LOWER QUARTILE	36750	39000	40800	42150	43050	43550	43700	43650	43250	34550
LOWER DECILE	32650	34400	35850	37000	37750	38150	38150	37600	35750	29900
MEAN	42700	46000	48600	50550	51800	52550	52950	53150	53100	44300
TOTAL NUMBER	4276	4109	3971	3626	3280	3214	2784	2912	4291	50758
NUMBERS OVER $99900	0	9	11	16	30	37	37	50	59	254
NUMBERS UNDER $20000	2	1	1	0	2	2	2	3	4	38

NUMBER OF ENGINEERS COVERED - 50758





SMOOTH CURVES

ALL MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	50950	52850	54700	56550	58350
UPPER QUARTILE	0	0	0	0	45650	47300	48950	50550	52050
MEDIAN	0	0	0	0	39850	41350	42850	44300	45700
LOWER QUARTILE	0	0	0	0	36700	37800	38900	40000	41100
LOWER DECILE	0	0	0	0	33600	34650	35600	36550	37450
MEAN	0	0	0	0	41550	43000	44450	45850	47250
TOTAL NUMBER	17	46	83	100	172	229	304	318	306
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	61800	66650	70850	74350	77200	79400	81000	82450	83600	74900
UPPER QUARTILE	54950	58750	61900	64350	66250	67600	68550	69350	69900	63550
MEDIAN	48300	51650	54300	56300	57600	58500	58950	59300	59400	54550
LOWER QUARTILE	43150	45900	48200	49900	51000	51500	51500	50950	49350	46500
LOWER DECILE	39100	41100	42550	43450	43850	43900	43700	43250	42500	40250
MEAN	49800	53200	56000	58050	59500	60450	61000	61300	61350	56400
TOTAL NUMBER	1126	1272	1588	1426	1349	1406	1237	1216	1647	13851
NUMBERS OVER $99900	0	9	11	16	30	36	37	50	58	251
NUMBERS UNDER $20000	0	0	0	0	1	2	2	3	3	13

NUMBER OF ENGINEERS COVERED - 13851

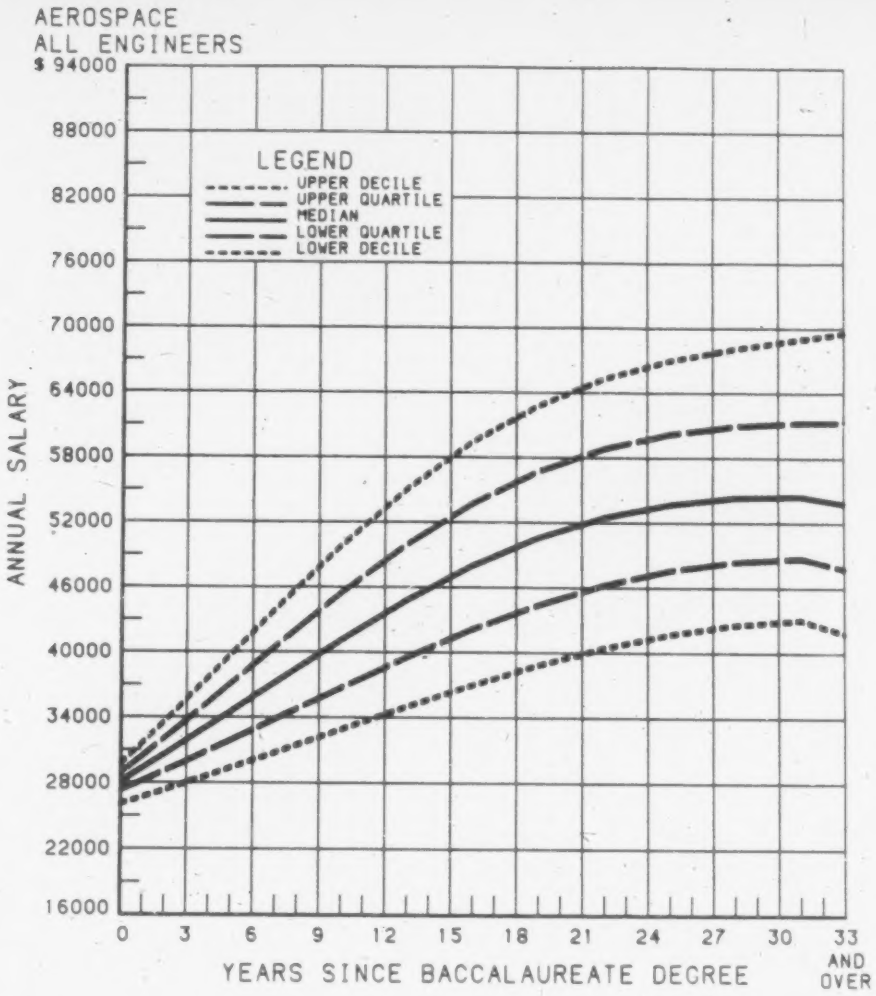
SMOOTH CURVES

ALL MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32300	34200	36100	37950	39750	41450	43150	44700	46200
UPPER QUARTILE	30150	31850	33500	35150	36700	38200	39600	40950	42200
MEDIAN	28650	30000	31350	32650	33900	35100	36250	37300	38300
LOWER QUARTILE	27150	28200	29250	30250	31200	32050	32900	33650	34400
LOWER DECILE	25950	26650	27250	27900	28550	29150	29750	30350	30950
MEAN	28900	30250	31600	32900	34150	35300	36450	37500	38500
TOTAL NUMBER	1656	2194	2192	1943	2084	2103	1764	1508	1285
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	1	3	1	7	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48850	52150	54600	56400	57600	58400	58900	59200	59350	52350
UPPER QUARTILE	44400	47100	49100	50500	51450	52050	52450	52700	52800	45600
MEDIAN	40050	42250	43850	45050	45850	46400	46700	46950	47050	38350
LOWER QUARTILE	35650	37200	38350	39150	39750	40100	40350	40500	40600	32500
LOWER DECILE	32000	33400	34500	35300	35800	36000	35900	35550	34450	28950
MEAN	40300	42500	44150	45350	46200	46750	47100	47350	47450	39750
TOTAL NUMBER	3150	2836	2382	2199	1930	1808	1547	1695	2643	36907
NUMBERS OVER $99900	0	0	0	0	0	1	0	0	0	1
NUMBERS UNDER $20000	4	1	1	0	0	0	0	0	0	24

NUMBER OF ENGINEERS COVERED - 36907



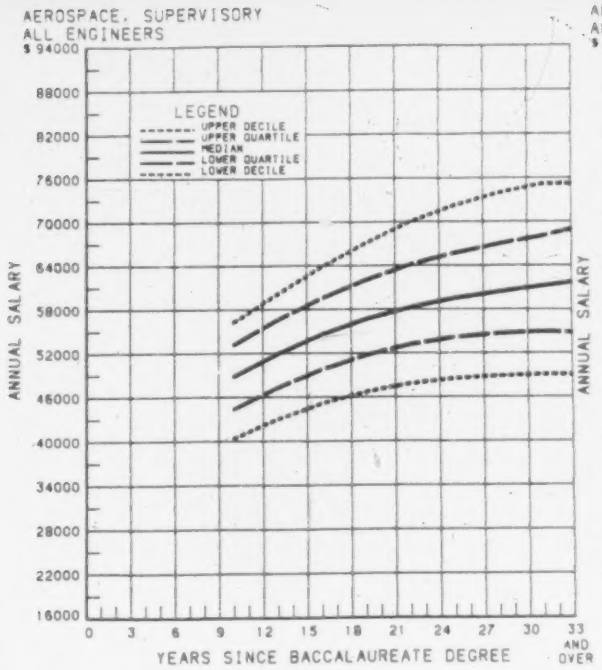
SMOOTH CURVES

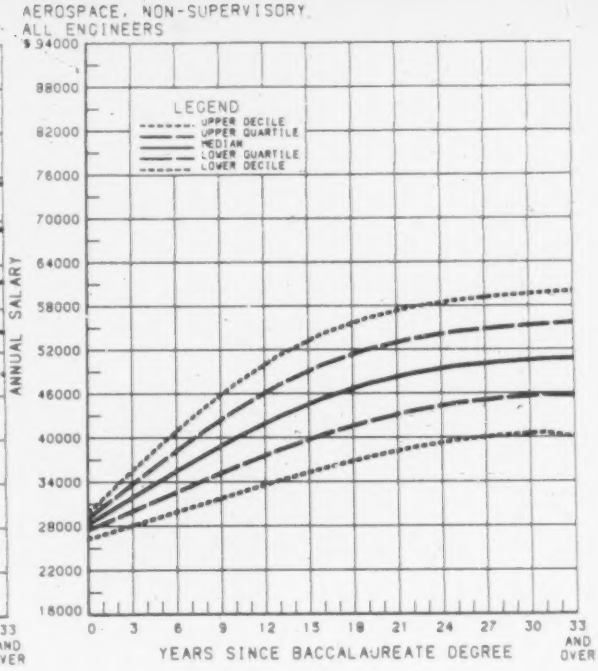
AEROSPACE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31650	33600	35650	37700	39750	41800	43900	45900
UPPER QUARTILE	28900	30450	32100	33700	35400	37100	38800	40500	42150
MEDIAN	28100	29350	30600	31900	33200	34500	35850	37200	38500
LOWER QUARTILE	27300	28200	29100	30000	30950	31900	32850	33850	34800
LOWER DECILE	26050	26700	27350	28050	28700	29400	30100	30800	31500
MEAN	28250	29450	30700	32000	33300	34600	35900	37250	38550
TOTAL NUMBER	179	411	414	420	347	247	238	206	181
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49800	55050	59450	62800	65300	67000	68100	69000	69550	62550
UPPER QUARTILE	45450	49950	53750	56750	58650	60200	60950	61300	61300	54750
MEDIAN	41100	44800	48000	50600	52500	53700	54350	54450	53800	45250
LOWER QUARTILE	36700	39550	42150	44400	46250	47600	48400	48750	47750	34250
LOWER DECILE	32900	35000	37000	38850	40450	41700	42600	43050	41800	29850
MEAN	41150	44850	48150	50800	52850	54200	54950	55250	54850	45650
TOTAL NUMBER	468	396	444	540	540	655	599	750	1119	8163
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 8163





SMOOTH CURVES

AEROSPACE, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	2	2	5	5	9	13	15	14
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56200	60100	63800	67100	70000	72250	73950	75200	75250	71800
UPPER QUARTILE	53150	56550	59500	62050	64100	65700	66950	68050	69000	64650
MEDIAN	48800	51900	54550	56650	58250	59500	60400	61200	61750	58300
LOWER QUARTILE	44350	47300	49800	51750	53200	54150	54700	54950	54850	52050
LOWER DECILE	40350	43000	45150	46750	47850	48550	48900	49100	49100	45750
MEAN	48550	51750	54500	56750	58500	59800	60700	61450	61950	58550
TOTAL NUMBER	72	108	143	222	216	297	267	329	428	2132
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2132

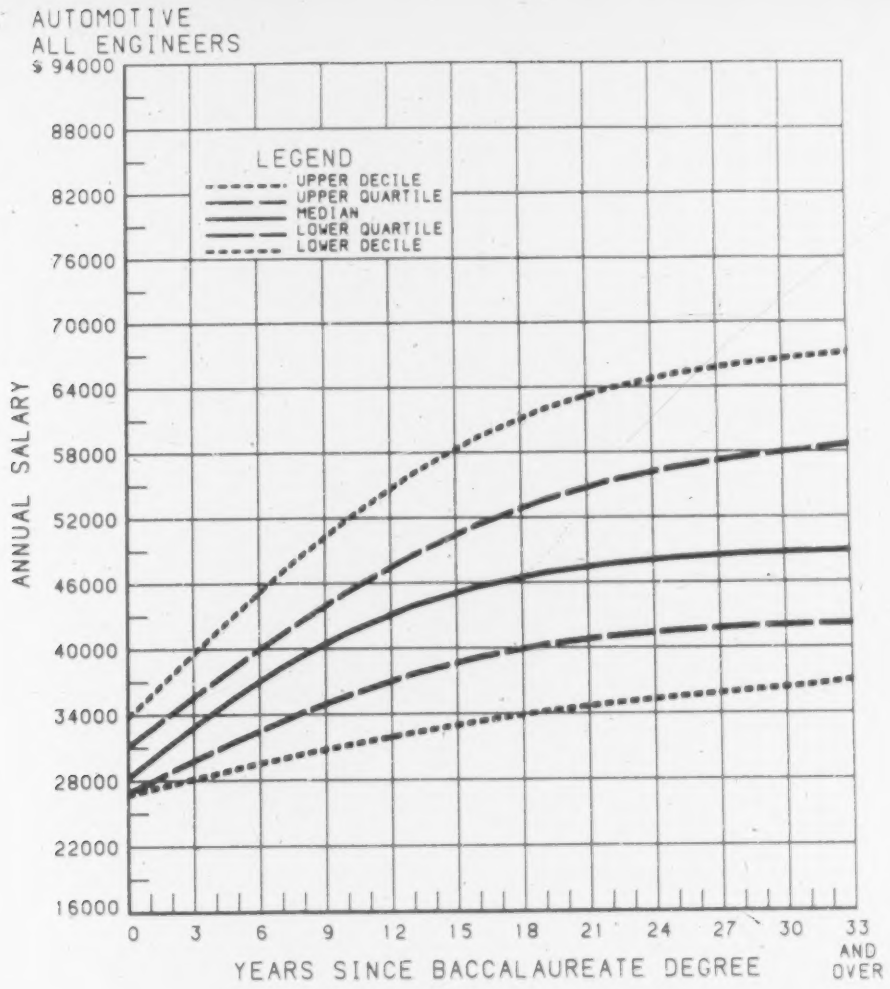
SMOOTH CURVES

AEROSPACE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31650	33550	35400	37250	39100	40850	42600	44250
UPPER QUARTILE	29000	30550	32050	33600	35150	36650	38150	39600	41050
MEDIAN	28100	29400	30600	31800	33000	34200	35400	36550	37700
LOWER QUARTILE	27400	28250	29100	29950	30850	31700	32550	33400	34300
LOWER DECILE	26200	26800	27400	28000	28650	29250	29900	30500	31100
MEAN	28050	29350	30600	31850	33100	34300	35500	36650	37800
TOTAL NUMBER	179	409	412	414	342	238	225	191	166
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47300	51200	54200	56300	57800	58750	59350	59800	60050	55200
UPPER QUARTILE	43700	47200	49950	52000	53450	54450	55000	55450	55700	49100
MEDIAN	39900	42850	45350	47300	48700	49700	50250	50650	50750	39700
LOWER QUARTILE	35950	38300	40400	42150	43600	44650	45300	45750	45600	32200
LOWER DECILE	32350	34150	35800	37300	38600	39600	40250	40650	40050	29050
MEAN	39900	42750	45100	46950	48350	49400	50050	50600	50850	41100
TOTAL NUMBER	396	288	301	318	324	357	352	421	691	6031
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 6031



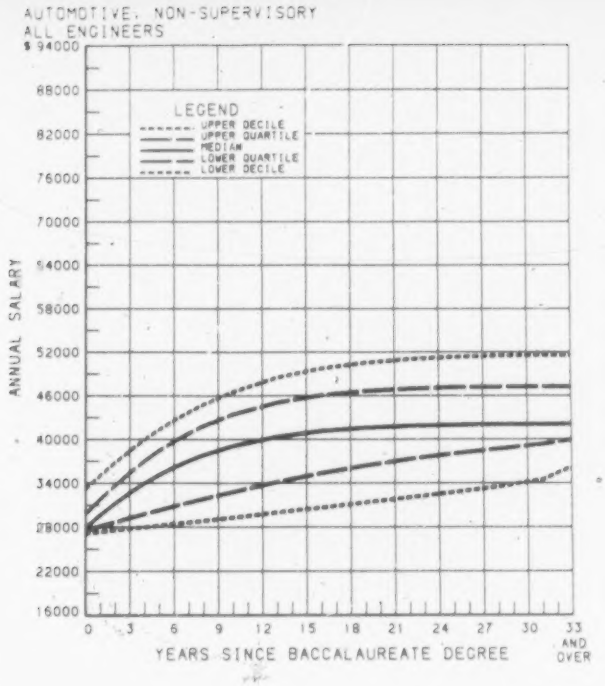
SMOOTH CURVES

AUTOMOTIVE

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33750	35650	37600	39550	41450	43300	45150	46950	48650
UPPER QUARTILE	31100	32600	34100	35600	37050	38500	39950	41300	42650
MEDIAN	28250	29800	31350	32850	34300	35700	37000	38250	39400
LOWER QUARTILE	26900	27850	28850	29800	30700	31650	32500	33350	34200
LOWER DECILE	26700	27200	27650	28150	28600	29100	29550	29950	30400
MEAN	29700	30950	32250	33500	34700	35900	37050	38150	39250
TOTAL NUMBER	12	11	17	11	7	11	7	12	10
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51850	56050	59400	61950	63850	65200	66100	66800	67150	60650
UPPER QUARTILE	45200	48550	51350	53600	55350	56600	57500	58250	58700	50450
MEDIAN	41450	43900	45650	46900	47700	48250	48600	48800	48900	42550
LOWER QUARTILE	35700	37650	39150	40300	41050	41550	41900	42100	42150	35900
LOWER DECILE	31200	32300	33300	34200	34900	35500	36000	36500	37000	30200
MEAN	41200	43750	45800	47400	48600	49450	50050	50550	50850	44000
TOTAL NUMBER	28	38	39	32	39	32	27	25	22	380
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 380



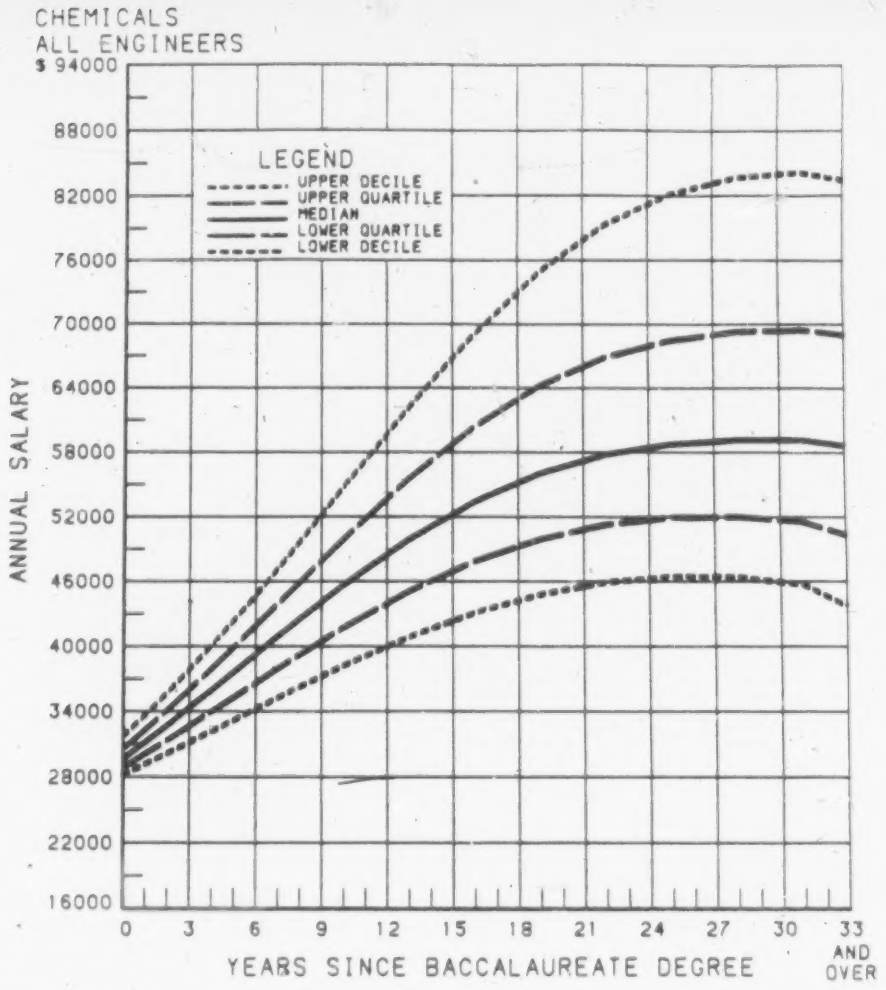
SMOOTH CURVES

AUTOMOTIVE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33200	35050	36800	38400	39950	41350	42600	43750	44800
UPPER QUARTILE	29800	31800	33650	35400	37000	38450	39700	40850	41850
MEDIAN	27950	29650	31200	32650	33950	35100	36150	37050	37850
LOWER QUARTILE	27600	28150	28700	29250	29800	30300	30850	31350	31850
LOWER DECILE	27150	27350	27800	27800	28000	28200	28450	28650	28850
MEAN	29500	30650	31750	32800	33800	34700	35550	36350	37100
TOTAL NUMBER	12	11	18	9	7	10	6	9	8
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46550	48500	49750	50550	51050	51350	51500	51600	51600	48650
UPPER QUARTILE	43450	45050	46050	46650	46950	47150	47200	47250	47250	43300
MEDIAN	39100	40350	41150	41600	41850	41950	42050	42050	42100	38850
LOWER QUARTILE	32800	34150	35350	36400	37300	38050	38700	39350	39950	31950
LOWER DECILE	29300	30000	30650	31350	32050	32750	33500	34450	36200	28850
MEAN	38350	39900	40950	41750	42250	42600	42800	42950	43050	38600
TOTAL NUMBER	22	24	21	15	26	20	11	12	15	254
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 254



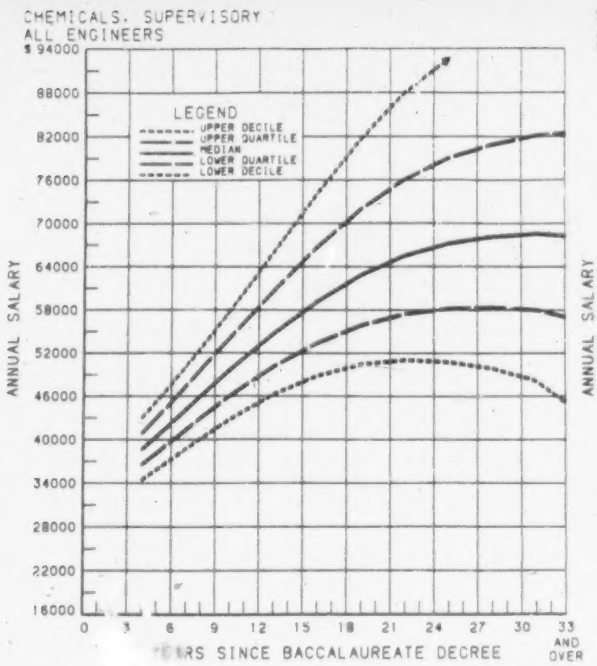
SMOOTH CURVES

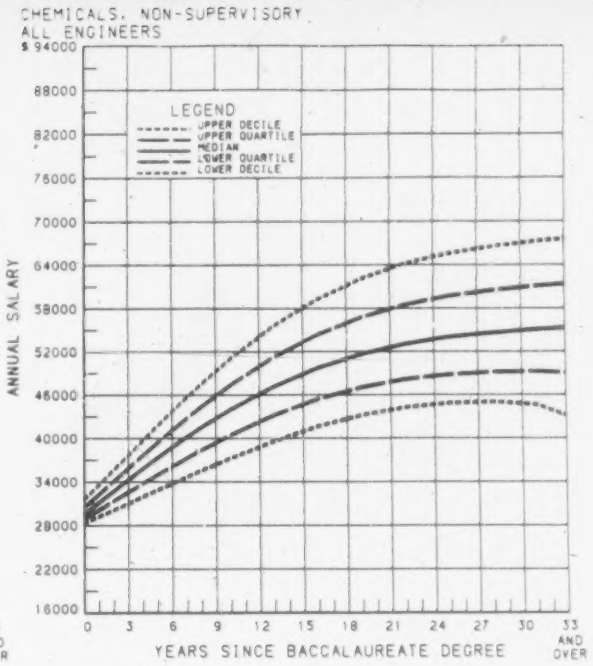
CHEMICALS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	33650	35700	37850	40050	42350	44700	47150	49650
UPPER QUARTILE	30500	32300	34100	36000	37900	39900	41900	43900	45900
MEDIAN	29600	31150	32700	34350	35950	37600	39250	40900	42500
LOWER QUARTILE	28800	30100	31350	32650	34000	35300	36600	37950	39200
LOWER DECILE	28150	29150	30150	31150	32200	33200	34250	35250	36250
MEAN	29750	31250	32850	34450	36100	37750	39450	41100	42800
TOTAL NUMBER	281	459	295	389	706	701	584	475	461
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	54700	62200	69100	74950	79300	82150	83650	84150	83400	68750
UPPER QUARTILE	49900	55550	60400	64250	66900	68500	69300	69450	69000	57800
MEDIAN	45650	49900	53400	56050	57800	58750	59150	59150	58650	47750
LOWER QUARTILE	41700	45100	47900	49950	51300	51950	52000	51550	50300	38750
LOWER DECILE	38200	40850	43100	44800	45950	46450	46400	45700	43700	33250
MEAN	46150	50800	54850	57950	60150	61350	61800	61600	60500	49800
TOTAL NUMBER	1253	1319	1246	1110	1017	731	668	558	1011	13273
NUMBERS OVER $99900	0	0	0	1	19	16	13	14	17	83
NUMBERS UNDER $20000	0	0	0	2	9	9	10	17	18	71

NUMBER OF ENGINEERS COVERED - 13273





SMOOTH CURVES

CHEMICALS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43050	45300	47650	50050	52550
UPPER QUARTILE	0	0	0	0	40900	43000	45150	47350	49600
MEDIAN	0	0	0	0	38650	40450	42250	44100	45950
LOWER QUARTILE	0	0	0	0	36550	38150	39750	41350	42950
LOWER DECILE	0	0	0	0	34450	35850	37300	38700	40100
MEAN	0	0	0	0	38700	40600	42500	44400	46350
TOTAL NUMBER	1	5	16	20	68	103	83	114	100
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	57800	66000	74150	81700	88000	92600	95200	95950	92900	83000
UPPER QUARTILE	54050	60650	66750	72000	76100	79050	80900	82150	82400	69500
MEDIAN	49350	54700	59200	62850	65500	67200	68150	68550	68250	58650
LOWER QUARTILE	46000	50100	53450	55900	57450	58200	58350	58000	57050	49700
LOWER DECILE	42750	46250	48850	50450	51050	50750	49850	48100	45100	42200
MEAN	50200	55650	60450	64300	67000	68650	69300	69200	68050	60450
TOTAL NUMBER	376	544	596	558	473	348	309	224	393	4344
NUMBERS OVER $99900	0	0	0	1	19	16	13	14	17	83
NUMBERS UNDER $20000	0	0	0	2	7	9	10	18	16	64

NUMBER OF ENGINEERS COVERED - 4344

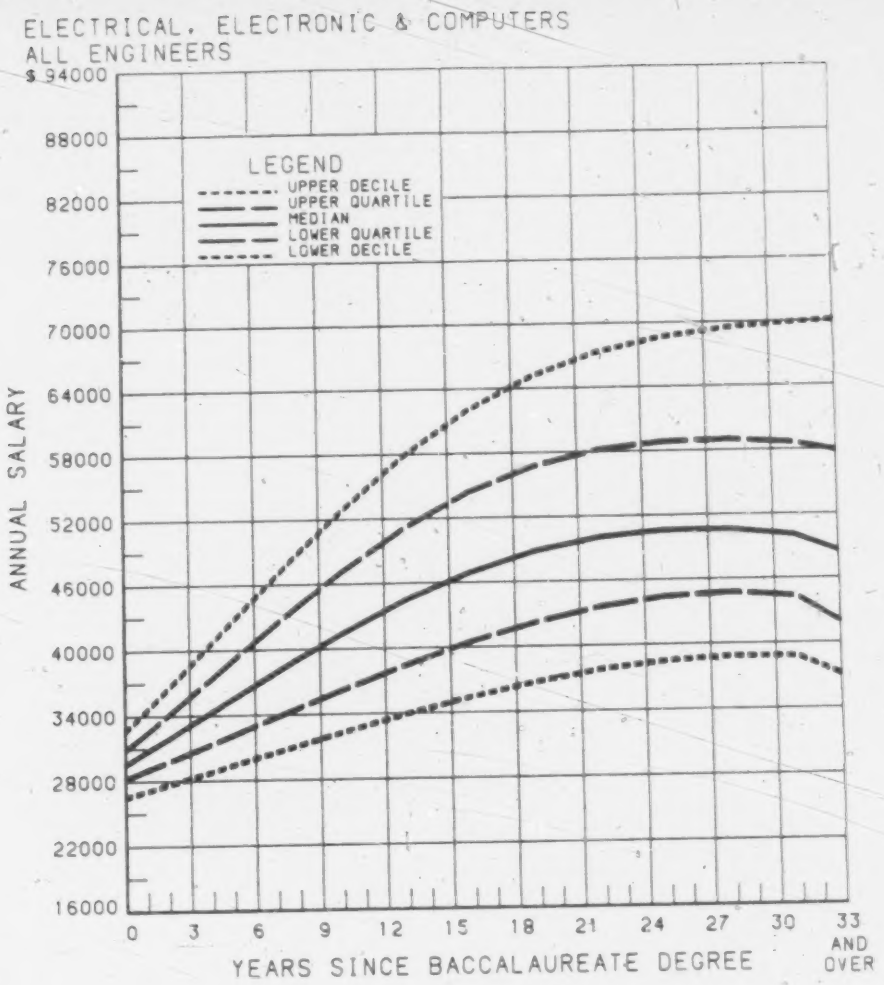
SMOOTH CURVES

CHEMICALS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31350	33600	35850	37650	39700	41750	43700	45650	47500
UPPER QUARTILE	30450	32250	34050	35850	37650	39400	41100	42750	44350
MEDIAN	29500	31100	32650	34250	35800	37300	38750	40150	41500
LOWER QUARTILE	28900	30100	31350	32550	33750	34950	36100	37250	38350
LOWER DECILE	28300	29200	30100	31000	31950	32850	33750	34650	35550
MEAN	29600	31200	32750	34350	35850	37400	38850	40250	41600
TOTAL NUMBER	279	433	279	369	638	595	504	360	360
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51000	55800	59250	62100	64200	65600	66350	67250	67600	58800
UPPER QUARTILE	47350	51250	54350	56750	58500	59700	60500	61100	61400	51300
MEDIAN	43950	47150	49700	51650	53050	54000	54600	55050	55300	43150
LOWER QUARTILE	40450	43200	45400	47050	48150	48800	49150	49250	49050	36450
LOWER DECILE	37250	39600	41650	43200	44250	44850	45000	44600	43150	31850
MEAN	44150	47450	50050	52100	53550	54600	55250	55750	56000	44600
TOTAL NUMBER	876	775	650	551	543	382	358	333	617	8929
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	1	0	0	0	2	1

NUMBER OF ENGINEERS COVERED - 8929



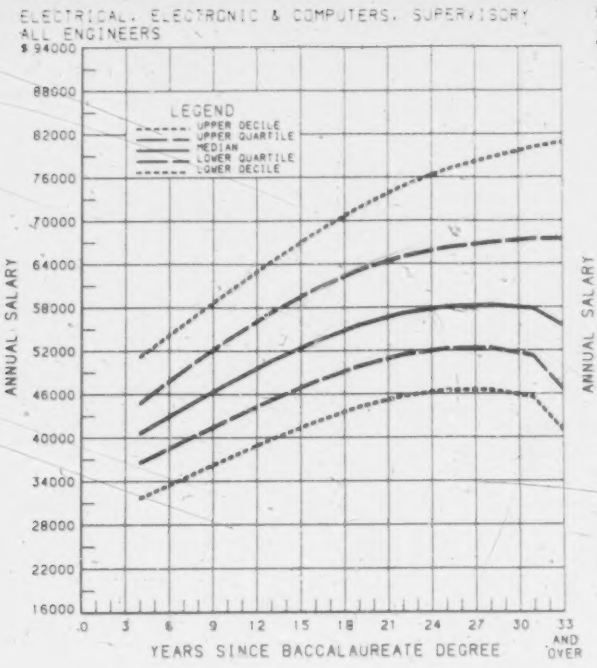
SMOOTH CURVES

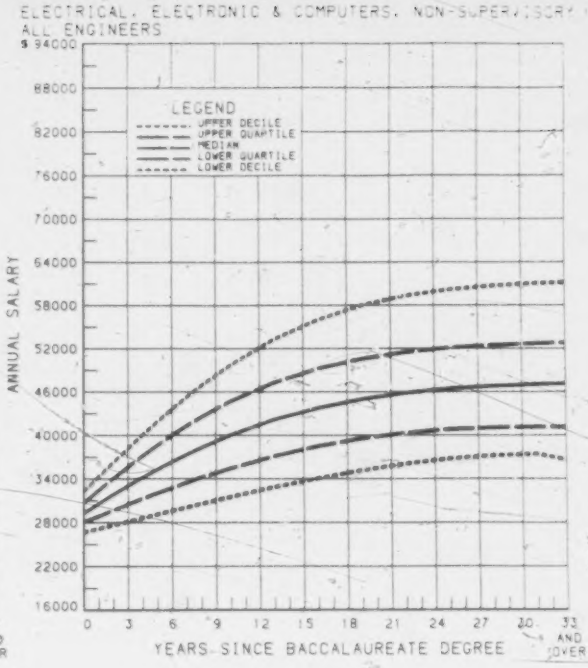
ELECTRICAL, ELECTRONIC & COMPUTERS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	34500	36500	38500	40600	42650	44700	46750	48800
UPPER QUARTILE	30850	32400	34050	35700	37350	39050	40700	42350	43950
MEDIAN	29500	30700	31850	33100	34300	35500	36700	37900	39100
LOWER QUARTILE	28200	29000	29750	30550	31350	32150	33000	33800	34600
LOWER DECILE	26500	27050	27650	28200	28800	29400	30000	30550	31150
MEAN	29700	30900	32150	33350	34650	35900	37150	38400	39650
TOTAL NUMBER	782	720	783	688	734	719	661	611	438
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	1	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	52650	57850	62050	65150	67300	68650	69450	69900	70100	59800
UPPER QUARTILE	47050	51150	54450	56750	58200	58850	59000	58650	57900	50100
MEDIAN	41350	44450	46950	48850	50050	50600	50600	50050	48550	40950
LOWER QUARTILE	36200	38450	40550	42250	43600	44450	44750	44350	41950	34050
LOWER DECILE	32300	33950	35450	36750	37800	38500	38850	38800	37100	29700
MEAN	42050	45400	48200	50400	51900	52700	52950	52600	51300	43500
TOTAL NUMBER	1349	1179	1125	1202	992	968	926	985	946	15816
NUMBERS OVER $99900	0	1	0	4	8	11	8	15	9	59
NUMBERS UNDER $20000	2	0	1	0	0	0	0	0	0	12

NUMBER OF ENGINEERS COVERED - 15816





SMOOTH CURVES

ELECTRICAL, ELECTRONIC & COMPUTERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	51150	52650	54150	55650	57150
UPPER QUARTILE	0	0	0	0	44700	46250	47750	49250	50750
MEDIAN	0	0	0	0	40600	41750	42900	44050	45200
LOWER QUARTILE	0	0	0	0	36550	37500	38500	39500	40450
LOWER DECILE	0	0	0	0	31650	32550	33450	34350	35300
MEAN	0	0	0	0	41250	42450	43650	44850	46000
TOTAL NUMBER	13	15	19	22	37	65	87	61	50
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	60100	64350	68300	71800	74750	77050	78750	80150	80800	71650
UPPER QUARTILE	53350	57350	60600	63150	65000	66250	67000	67450	67450	62050
MEDIAN	47650	50600	53350	55550	57150	58050	58300	57800	57450	54300
LOWER QUARTILE	42400	45200	47750	49850	51400	52250	52350	51250	48700	46300
LOWER DECILE	37100	39750	42150	44200	45650	46500	46550	45500	41000	38850
MEAN	48350	51650	54650	57100	59000	60250	60800	60650	58750	55550
TOTAL NUMBER	328	324	427	414	426	388	396	306	325	3711
NUMBERS OVER $99900	0	1	0	4	8	10	8	15	8	57
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3711

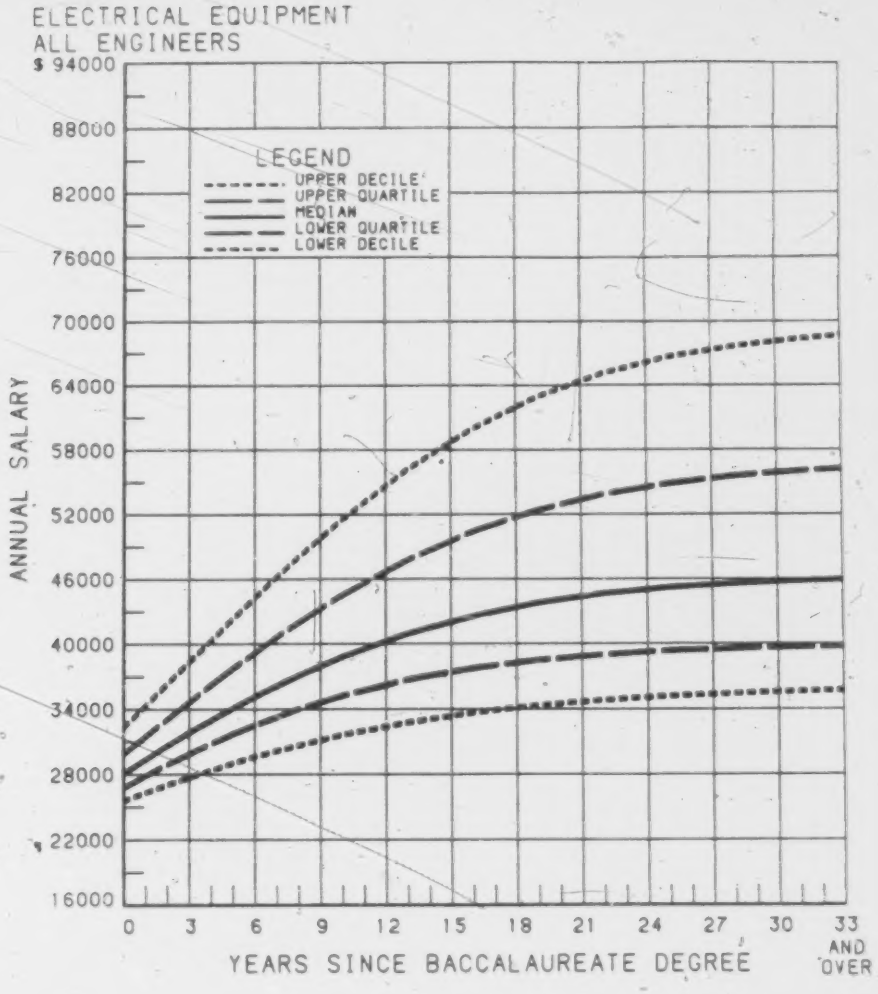
SMOOTH CURVES

ELECTRICAL, ELECTRONIC & COMPUTERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32250	34250	36200	38100	40000	41800	43550	45200	46800
UPPER QUARTILE	30650	32350	34000	35550	37100	38550	39950	41250	42450
MEDIAN	29250	30550	31800	33000	34150	35250	36300	37300	38250
LOWER QUARTILE	28050	28850	29650	30450	31250	32000	32700	33450	34150
LOWER DECILE	26650	27150	27650	28100	28600	29100	29600	30050	30550
MEAN	29400	30780	31950	33150	34300	35450	36550	37600	38550
TOTAL NUMBER	769	705	764	665	697	654	573	549	388
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	1	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49650	53250	55950	57950	59300	60150	60700	61050	61150	52300
UPPER QUARTILE	44650	47250	49200	50550	51500	52100	52450	52700	52800	45450
MEDIAN	40000	42150	43750	45000	45850	46450	46800	47050	47150	38050
LOWER QUARTILE	35400	37100	38500	39550	40300	40800	41050	41150	41100	32300
LOWER DECILE	31500	32850	34050	35150	36050	36750	37200	37400	36600	29000
MEAN	40350	42650	44450	45800	46800	47450	47900	48200	48350	39800
TOTAL NUMBER	1020	854	697	788	566	579	529	679	620	12105
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	1
NUMBERS UNDER $20000	2	0	1	0	0	0	0	0	0	12

NUMBER OF ENGINEERS COVERED - 12105



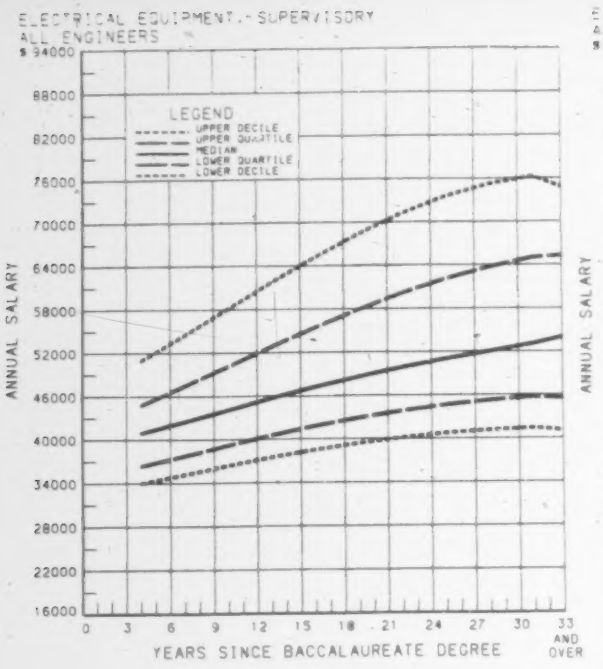
SMOOTH CURVES

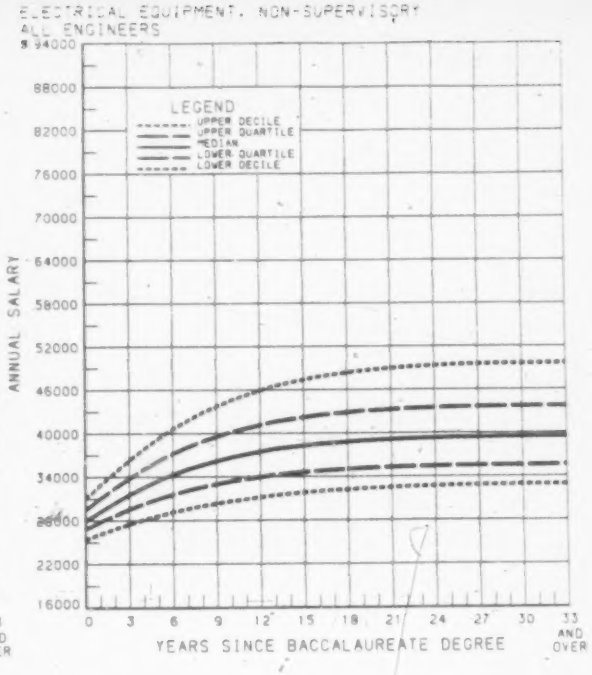
ELECTRICAL EQUIPMENT

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32300	34300	36300	38300	40300	42300	44250	46150	48000
UPPER QUARTILE	29850	31450	33050	34600	36200	37700	39150	40600	41950
MEDIAN	28050	29350	30600	31800	32950	34050	35100	36100	37050
LOWER QUARTILE	26750	27850	28900	29850	30800	31700	32500	33250	34000
LOWER DECILE	25550	26300	27000	27700	28350	29000	29600	30150	30650
MEAN	28750	30100	31400	32700	33950	35150	36350	37450	38550
TOTAL NUMBER	110	115	141	82	105	94	105	84	77
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51500	56150	59950	62950	65100	66650	67650	68350	68650	55650
UPPER QUARTILE	44500	47750	50400	52400	53850	54850	55550	56000	56250	45350
MEDIAN	38800	40950	42550	43800	44650	45200	45550	45800	45900	37850
LOWER QUARTILE	35200	36700	37750	38500	39000	39350	39550	39700	39750	32150
LOWER DECILE	31600	32750	33650	34300	34800	35150	35400	35600	35700	28600
MEAN	40500	43050	45100	46650	47800	48600	49150	49550	49750	40500
TOTAL NUMBER	193	165	148	109	116	100	114	65	154	2077
NUMBERS OVER $99900	0	1	0	0	2	0	1	1	3	8
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2077





SMOOTH CURVES

ELECTRICAL EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	50950	52100	53300	54500	55700	
UPPER QUARTILE	0	0	0	0	44750	45850	46550	47450	48350	
MEDIAN	0	0	0	0	40900	41450	42000	42500	43050	
LOWER QUARTILE	0	0	0	0	36350	36850	37300	37800	38250	
LOWER DECILE	0	0	0	0	33950	34400	34800	35200	35600	
MEAN	0	0	0	0	41700	42400	43100	43800	44500	
TOTAL NUMBER	3	1	15	10	9	15	27	25	21	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	58100	61700	65150	68350	71200	73550	75250	76300	74800	68000
UPPER QUARTILE	50150	52850	55450	57900	60150	62100	63700	65050	65300	56450
MEDIAN	44100	45700	47200	48600	49900	51050	52050	53100	54000	47150
LOWER QUARTILE	39200	40550	41800	42900	43850	44650	45250	45700	45500	41350
LOWER DECILE	36400	37500	38500	39400	40150	40750	41150	41400	41050	38000
MEAN	45900	47950	49850	51650	53300	54650	55750	56850	56750	50550
TOTAL NUMBER	83	64	86	70	73	51	73	26	87	739
NUMBERS OVER $99900	0	1	0	0	2	0	1	1	3	8
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 739

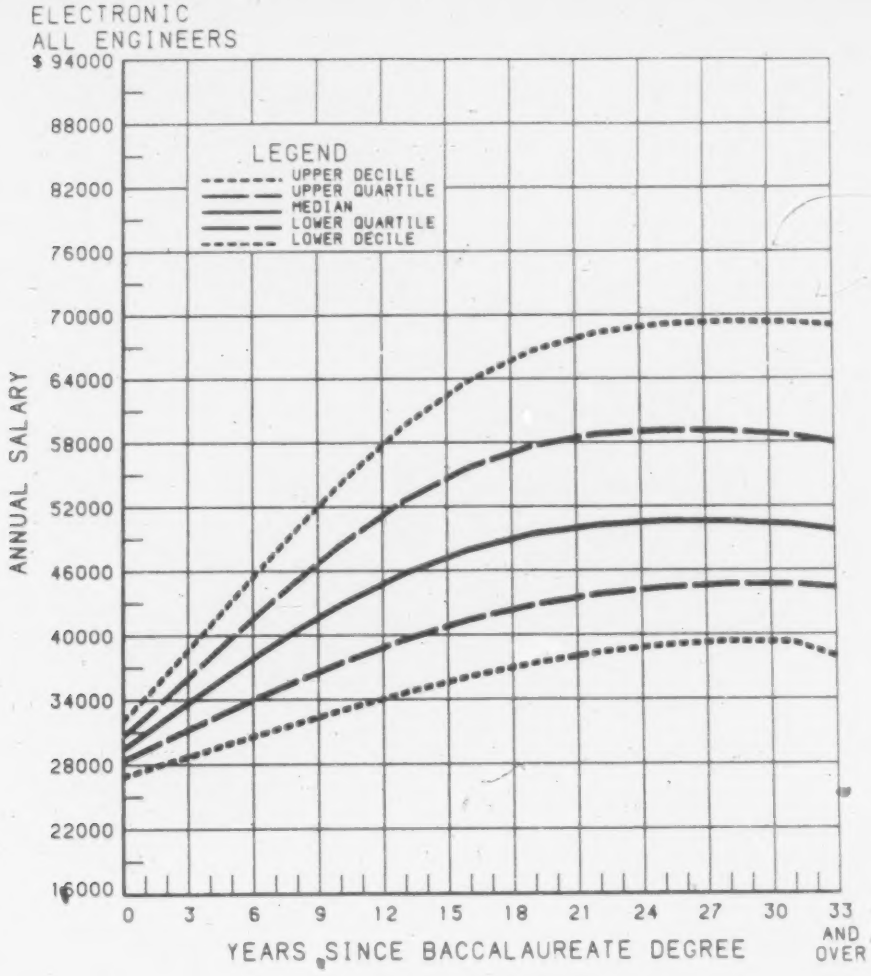
SMOOTH CURVES

ELECTRICAL EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	31000	32850	34600	36300	37850	39300	40600	41750	42850	
UPPER QUARTILE	29450	31000	32450	33800	35050	36200	37200	38100	38900	
MEDIAN	27900	29200	30400	31550	32550	33500	34300	35050	35650	
LOWER QUARTILE	26800	27800	28700	29550	30300	31000	31600	32150	32600	
LOWER DECILE	25400	26150	26850	27500	28100	28650	29150	29600	30000	
MEAN	28250	29500	30700	31800	32800	33750	34550	35350	36000	
TOTAL NUMBER	107	114	126	72	96	79	78	59	56	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44600	46600	47850	48650	49150	49450	49600	49650	49700	43550
UPPER QUARTILE	40200	41600	42500	43050	43350	43550	43650	43700	43700	38500
MEDIAN	36700	37850	38500	38950	39200	39350	39450	39500	39500	34050
LOWER QUARTILE	33400	34250	34800	35150	35350	35450	35550	35550	35600	30050
LOWER DECILE	30650	31450	32000	32350	32600	32750	32850	32900	32900	27650
MEAN	37150	38400	39250	39800	40100	40300	40450	40500	40550	34950
TOTAL NUMBER	110	101	62	39	43	49	41	39	67	1338
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1338



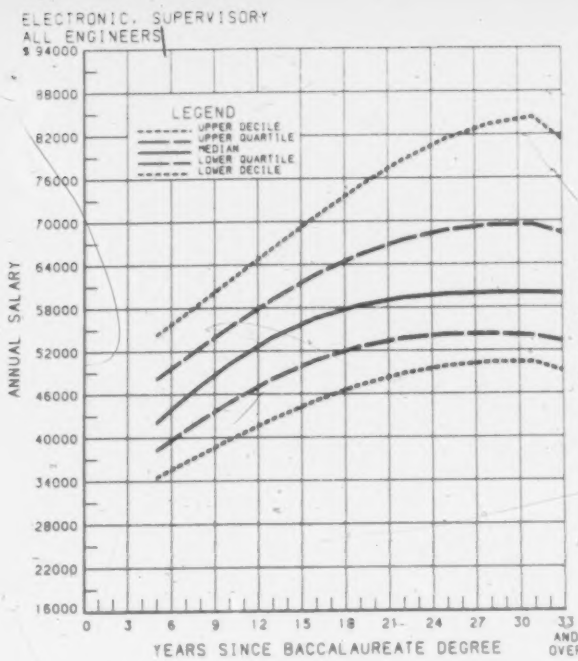
SMOOTH CURVES

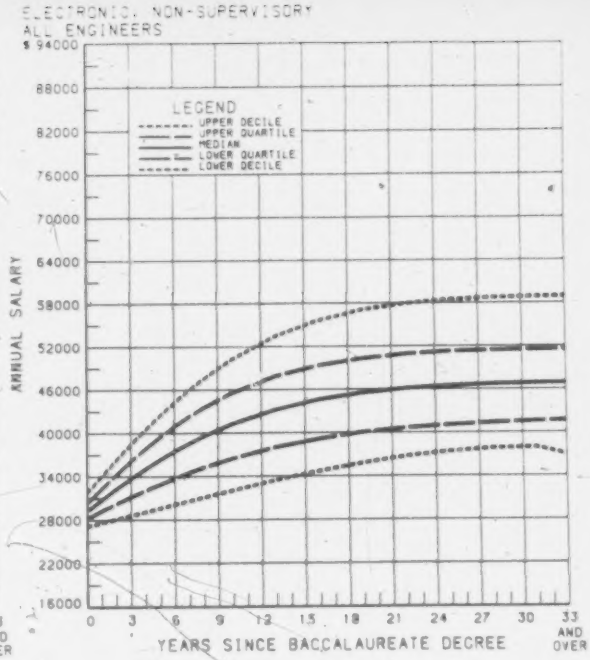
ELECTRONIC

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32050	34150	36350	38550	40800	43100	45400	47650	49850
UPPER QUARTILE	30600	32350	34150	36000	37850	39700	41500	43300	45050
MEDIAN	29400	30800	32250	33650	35050	36450	37800	39100	40400
LOWER QUARTILE	28350	29300	30250	31200	32100	33050	33950	34850	35700
LOWER DECILE	26850	27500	28100	28700	29300	29950	30550	31150	31750
MEAN	29700	31050	32400	33750	35150	36500	37900	39250	40550
TOTAL NUMBER	589	698	650	620	674	637	558	462	356
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	2	4	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	54050	59550	63750	66650	68350	69150	69400	69300	69000	60950
UPPER QUARTILE	48350	52550	55650	57700	58800	59150	59100	58650	57950	51150
MEDIAN	42750	45750	47950	49450	50250	50600	50550	50300	49750	41850
LOWER QUARTILE	37350	39550	41400	42800	43800	44400	44700	44700	44350	34500
LOWER DECILE	32950	34600	36100	37350	38350	39000	39350	39250	37900	30100
MEAN	43100	46500	49300	51300	52600	53200	53300	52950	51950	44200
TOTAL NUMBER	891	896	1062	971	815	866	779	1027	788	13345
NUMBERS OVER $99900	0	0	0	6	8	15	10	20	8	71
NUMBERS UNDER $20000	2	0	1	0	0	0	0	0	0	18

NUMBER OF ENGINEERS COVERED - 13345





SMOOTH CURVES

ELECTRONIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	54300	55750	57100	58700
UPPER QUARTILE	0	0	0	0	0	48150	49600	51050	52500
MEDIAN	0	0	0	0	0	42050	43850	45550	47150
LOWER QUARTILE	0	0	0	0	0	38250	39600	41000	42300
LOWER DECILE	0	0	0	0	0	34500	35550	36600	37600
MEAN	0	0	0	0	0	43700	45050	46400	47750
TOTAL NUMBER	14	6	5	17	26	40	57	50	41
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	61700	66250	70700	74850	78500	81450	83450	84400	81250	75200
UPPER QUARTILE	55250	59150	62600	65350	67400	68750	69400	69450	68300	64900
MEDIAN	50150	53850	56550	58300	59350	59850	60000	60000	59900	56850
LOWER QUARTILE	44800	48100	50700	52550	53700	54250	54300	54000	53300	50650
LOWER DECILE	39650	42500	45050	47200	48800	49850	50350	50350	49150	43400
MEAN	50400	54050	57300	59900	61850	63050	63650	63600	62350	58700
TOTAL NUMBER	177	234	373	380	336	338	286	331	220	2939
NUMBERS OVER $99900	0	0	0	5	8	14	10	20	8	69
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2939

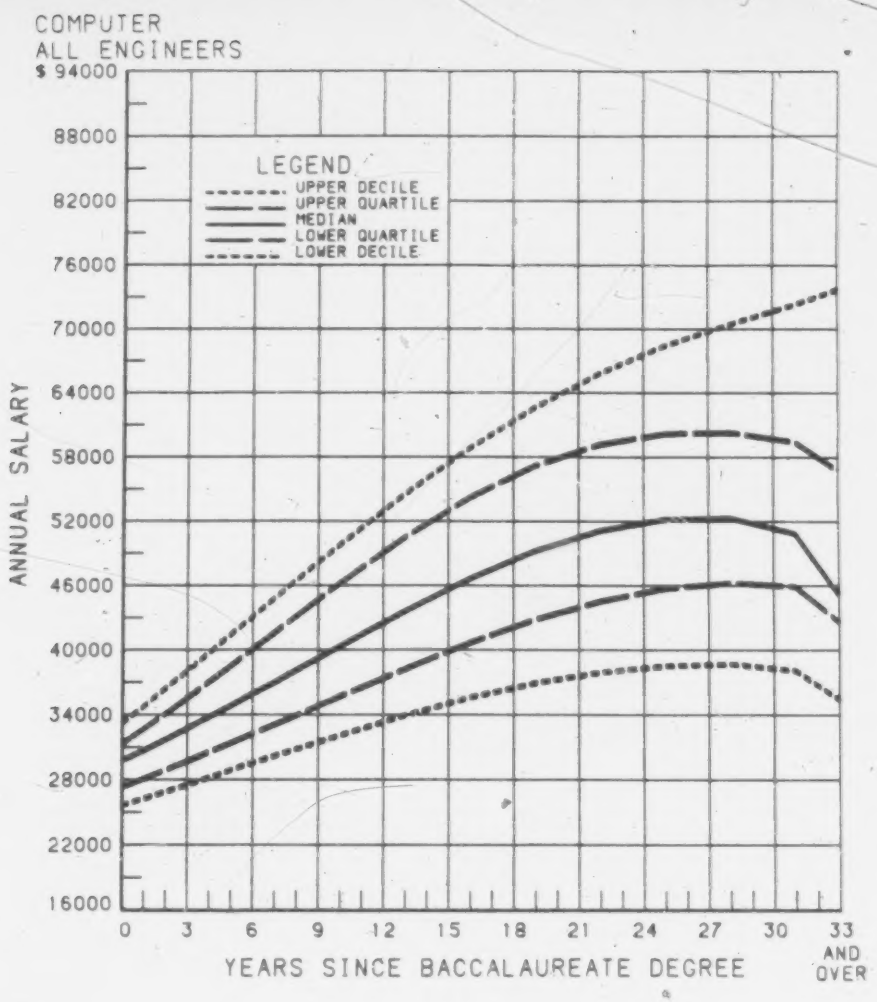
SMOOTH CURVES

ELECTRONIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31800	34050	36250	38400	40450	42400	44250	45950	47500
UPPER QUARTILE	30300	32300	34200	36050	37800	39400	40900	42250	43450
MEDIAN	29200	30750	32250	33650	35000	36250	37450	38500	39500
LOWER QUARTILE	28200	29250	30200	31150	32050	32900	33700	34500	35200
LOWER DECILE	27100	27600	28100	28600	29100	29600	30100	30600	31100
MEAN	29350	30850	32300	33650	35000	36250	37400	38500	39500
TOTAL NUMBER	574	692	644	602	848	596	501	412	314
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	1	2	4	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50250	53450	55650	57100	57950	58450	58750	58850	58900	51950
UPPER QUARTILE	45550	47850	49350	50300	50900	51250	51400	51500	51550	46050
MEDIAN	41250	43200	44600	45500	46100	46450	46700	46800	46850	38850
LOWER QUARTILE	38450	38000	39150	40050	40650	41050	41350	41350	41650	32900
LOWER DECILE	32050	33450	34700	35800	36700	37350	37800	37900	36900	29400
MEAN	41250	43350	44900	45950	46650	47100	47350	47550	47600	40150
TOTAL NUMBER	713	661	689	590	479	528	492	695	567	10406
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	2
NUMBERS UNDER $20000	2	0	1	0	0	0	0	0	0	18

NUMBER OF ENGINEERS COVERED - 10406



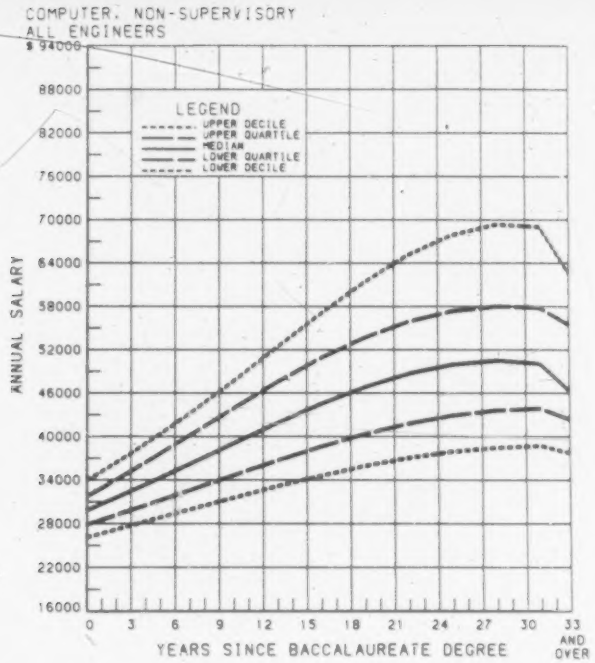
SMOOTH CURVES

COMPUTER

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33200	34800	36450	38100	39750	41450	43100	44800	46500
UPPER QUARTILE	31300	32700	34100	35550	37050	38550	40100	41600	43150
MEDIAN	29750	30700	31700	32750	33800	34850	35950	37000	38150
LOWER QUARTILE	27300	28100	28900	29700	30550	31400	32250	33100	33950
LOWER DECILE	25650	26250	26900	27550	28200	28900	29550	30200	30850
MEAN	29900	30900	31900	32950	34000	35100	36200	37350	38450
TOTAL NUMBER	23	9	16	15	13	15	14	18	10
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49800	54550	58850	62650	65850	68450	70450	72300	73750	59100
UPPER QUARTILE	46200	50500	54250	57200	59200	60200	60300	59400	56750	49900
MEDIAN	40350	43600	46650	49250	51150	52200	52300	50850	45100	41100
LOWER QUARTILE	35700	38250	40700	42850	44550	45750	46250	45900	42600	34250
LOWER DECILE	32100	33950	35600	36950	37950	38550	38700	38100	35400	29600
MEAN	40700	44050	47200	49950	52100	53500	54050	53450	49550	43250
TOTAL NUMBER	48	35	20	37	27	23	23	17	21	393
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 393



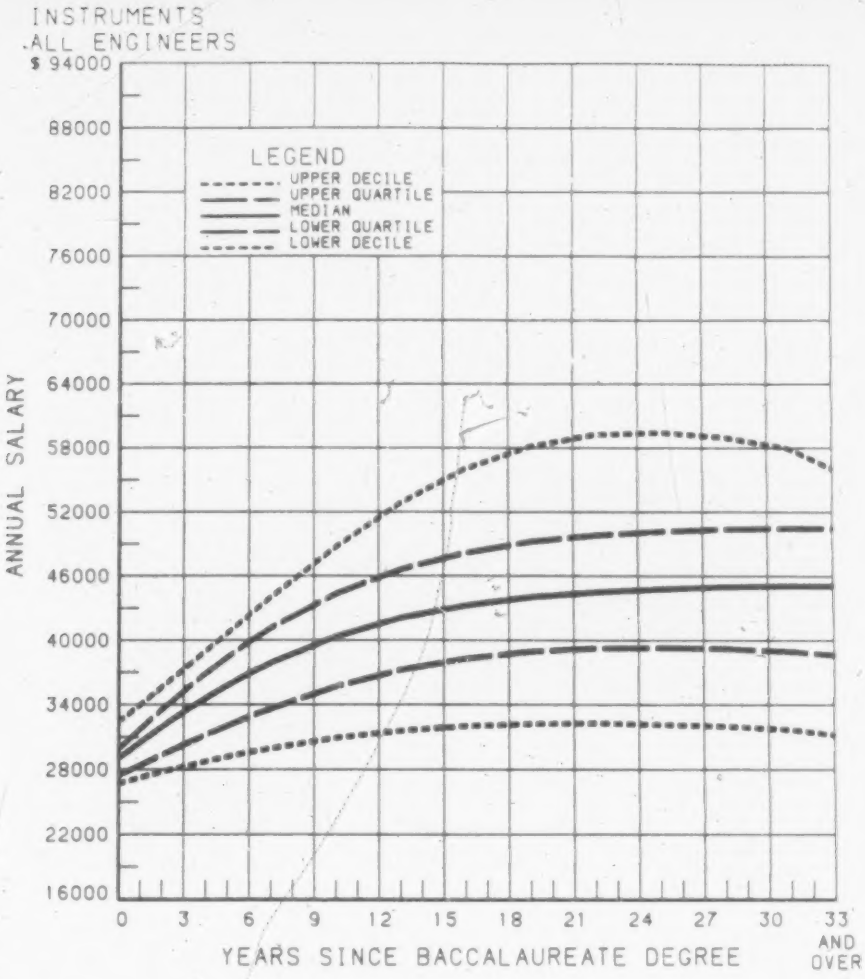
SMOOTH CURVES

COMPUTER, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33950	35150	36400	37650	39000	40350	41750	43200	44700
UPPER QUARTILE	31700	32850	34000	35200	36400	37650	38900	40150	41400
MEDIAN	29800	30700	31550	32450	33350	34300	35250	36200	37150
LOWER QUARTILE	27850	28500	29150	29850	30500	31200	31900	32600	33300
LOWER DECILE	26100	26650	27200	27750	28300	28850	29400	29950	30500
MEAN	29950	30850	31750	32700	33650	34600	35550	36550	37550
TOTAL NUMBER	23	8	16	15	12	13	12	18	10
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47700	52400	57050	61400	65150	67900	69350	69000	62650	57050
UPPER QUARTILE	43900	47550	50900	53700	55900	57350	58000	57800	55450	46450
MEDIAN	39050	41850	44500	46850	48700	49950	50500	50050	46350	38450
LOWER QUARTILE	34650	36700	38600	40350	41800	42900	43600	43850	42350	32450
LOWER DECILE	31550	33150	34600	35950	37050	37900	38450	38700	37700	29050
MEAN	39600	42600	45450	48000	50100	51600	52350	52000	48300	41000
TOTAL NUMBER	37	26	13	30	17	14	12	13	13	312
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 312



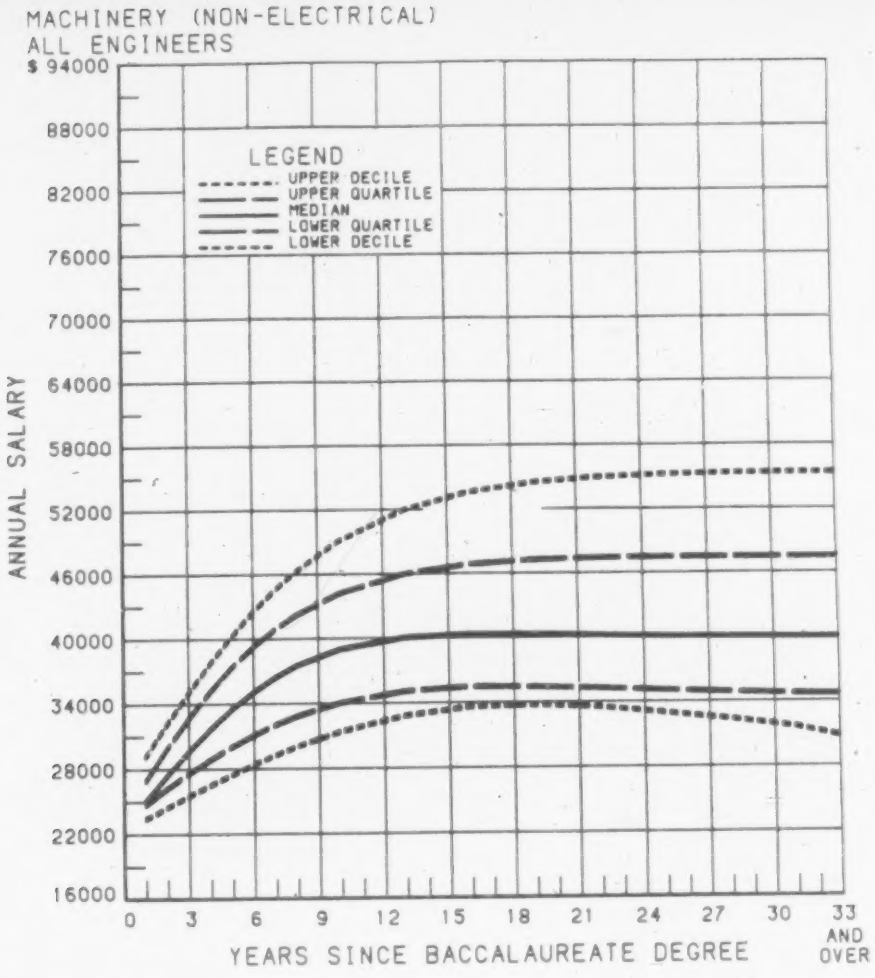
SMOOTH CURVES

INSTRUMENTS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32400	34000	35650	37300	39000	40650	42350	44000	0
UPPER QUARTILE	29850	31750	33550	35250	36900	38400	39850	41150	0
MEDIAN	29000	30500	31950	33350	34600	35800	36900	37900	0
LOWER QUARTILE	27450	28400	29350	30300	31200	32050	32900	33650	0
LOWER DECILE	26700	27250	27800	28250	28750	29200	29600	29950	0
MEAN	28850	30350	31800	33150	34450	35650	36800	37800	0
TOTAL NUMBER	12	17	7	11	12	15	6	5	4
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48750	52850	56050	58150	59250	59450	59000	57950	56050	51900
UPPER QUARTILE	44350	46650	48200	49250	49850	50200	50400	50500	50500	45350
MEDIAN	40350	42100	43250	44050	44500	44800	45000	45100	45100	38350
LOWER QUARTILE	35700	37250	38300	38950	39250	39300	39200	38950	38600	31750
LOWER DECILE	30950	31600	32050	32250	32300	32150	32000	31700	31200	28600
MEAN	40400	42250	43550	44400	44950	45300	45550	45650	45700	39700
TOTAL NUMBER	15	18	17	7	13	15	11	10	22	225
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 225



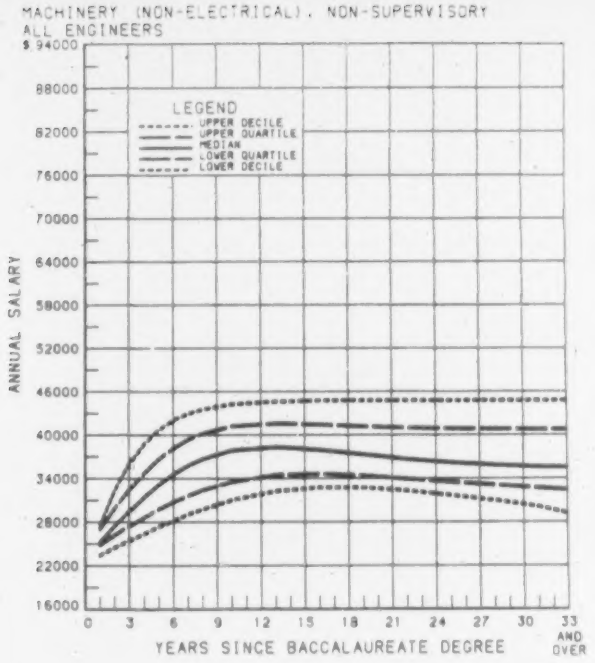
SMOOTH CURVES

MACHINERY (NON-ELECTRICAL)

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29150	32150	35000	37700	40200	42500	44500	46250
UPPER QUARTILE	0	26900	29900	32650	35150	37350	39250	40850	42200
MEDIAN	0	25050	27400	29600	31650	33500	35050	36400	37500
LOWER QUARTILE	0	24700	26200	27600	28850	30050	31100	32050	32850
LOWER DECILE	0	23400	24450	25500	26500	27450	28400	29250	30050
MEAN	0	25900	28200	30400	32350	34050	35550	36850	37900
TOTAL NUMBER	2	9	18	7	12	16	17	11	11
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49100	51950	53600	54500	54950	55200	55300	55350	55350	50650
UPPER QUARTILE	44200	46000	46850	47250	47400	47450	47450	47450	47450	43700
MEDIAN	39000	40050	40300	40300	40150	40050	40000	39950	39950	37050
LOWER QUARTILE	34050	35100	35450	35400	35250	35050	34850	34700	34650	32800
LOWER DECILE	31400	32850	33600	33750	33500	32950	32350	31600	30750	27900
MEAN	39550	41050	41800	42250	42450	42500	42550	42600	42600	38850
TOTAL NUMBER	30	35	37	22	19	14	7	14	40	321
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 321



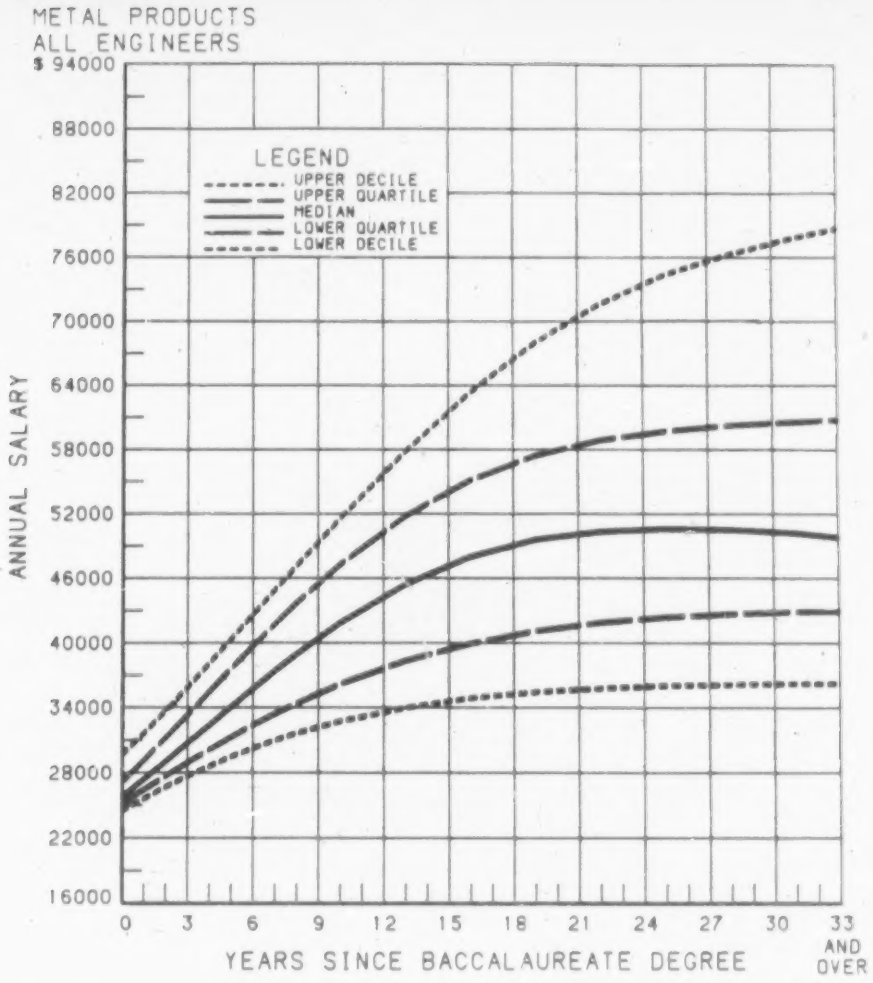
SMOOTH CURVES

MACHINERY (NON-ELECTRICAL), NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27500	32250	36000	38750	40700	42050	42950	43550
UPPER QUARTILE	0	26950	29800	32450	34700	36650	38150	39350	40200
MEDIAN	0	25200	27400	29450	31400	33100	34550	35750	36650
LOWER QUARTILE	0	24800	26150	27450	28650	29750	30750	31600	32400
LOWER DECILE	0	23400	24450	25450	26400	27350	28200	29050	29750
MEAN	0	26100	28100	29950	31650	33150	34450	35550	36450
TOTAL NUMBER	2	9	18	7	11	16	15	10	8
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44250	44600	44750	44750	44750	44750	44750	44750	44750	44150
UPPER QUARTILE	41200	41350	41400	41150	40950	40850	40800	40750	40750	39250
MEDIAN	37850	38300	37900	37250	36600	36150	35800	35550	35500	35000
LOWER QUARTILE	33500	34450	34600	34350	33900	33450	33050	32650	32400	31300
LOWER DECILE	31000	32250	32750	32700	32300	31650	30950	30100	29200	27100
MEAN	37650	38350	38300	38000	37600	37300	37050	36900	36850	35350
TOTAL NUMBER	23	28	24	17	11	5	5	7	26	242
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 242



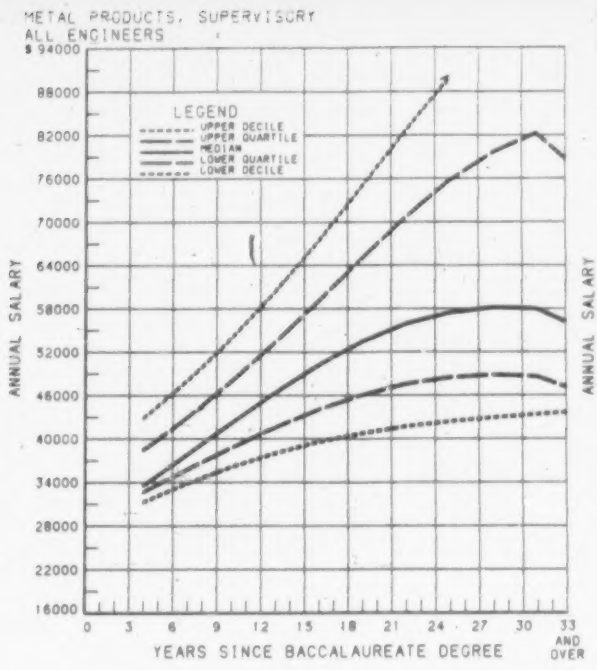
SMOOTH CURVES

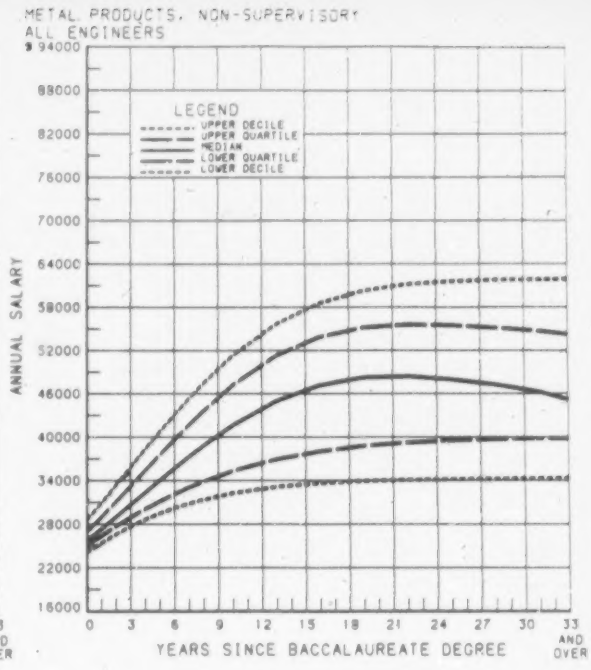
METAL PRODUCTS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31650	33750	35900	38100	40350	42600	44900	47150
UPPER QUARTILE	27100	29150	31250	33350	35500	37600	39700	41700	43700
MEDIAN	25800	27400	29050	30750	32400	34100	35750	37400	38950
LOWER QUARTILE	25150	26450	27700	28950	30150	31300	32400	33450	34400
LOWER DECILE	24500	25600	26700	27700	28600	29500	30250	31000	31650
MEAN	26550	28150	29800	31450	33100	34700	36250	37800	39250
TOTAL NUMBER	40	96	77	74	109	114	114	99	109
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51550	57800	63350	68000	71650	74400	76300	77850	78700	59500
UPPER QUARTILE	47300	51800	55150	57450	58900	59750	60300	60600	60800	49850
MEDIAN	41850	45450	48050	49650	50400	50650	50550	50250	49850	41050
LOWER QUARTILE	36200	38350	39950	41100	41900	42400	42700	42900	42950	33200
LOWER DECILE	32750	34000	34900	35450	35800	36050	36150	36250	36250	28750
MEAN	42000	45550	48400	50550	52100	53200	53850	54350	54550	43250
TOTAL NUMBER	215	200	163	180	139	126	95	64	116	2128
NUMBERS OVER $99900	0	0	2	1	1	3	4	4	7	22
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2128





SMOOTH CURVES

METAL PRODUCTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	42900	44550	46250	48030	49900	
UPPER QUARTILE	0	0	0	0	38450	39900	41400	42950	44550	
MEDIAN	0	0	0	0	33550	34950	36350	37800	39250	
LOWER QUARTILE	0	0	0	0	32650	33700	34700	35750	36750	
LOWER DECILE	0	0	0	0	31250	32150	33000	33800	34600	
MEAN	0	0	0	0	35750	37000	38250	39550	40900	
TOTAL NUMBER	1	0	1	8	10	7	23	11	9	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	53850	60350	67400	74950	82600	89950	96350	0	0	79850
UPPER QUARTILE	47900	53350	59100	65000	70700	75750	79650	82300	78750	63250
MEDIAN	42150	46400	50250	53500	55950	57500	58200	58000	56200	49200
LOWER QUARTILE	38750	41600	44100	46100	47600	48500	48850	48600	47150	41900
LOWER DECILE	36100	38000	39600	40800	41750	42450	42950	43400	43700	36350
MEAN	43650	47850	52150	56250	59950	62950	65050	66200	63850	54550
TOTAL NUMBER	27	46	43	56	45	54	34	27	41	445
NUMBERS OVER $99900	0	0	2	1	1	3	4	4	7	22
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 445

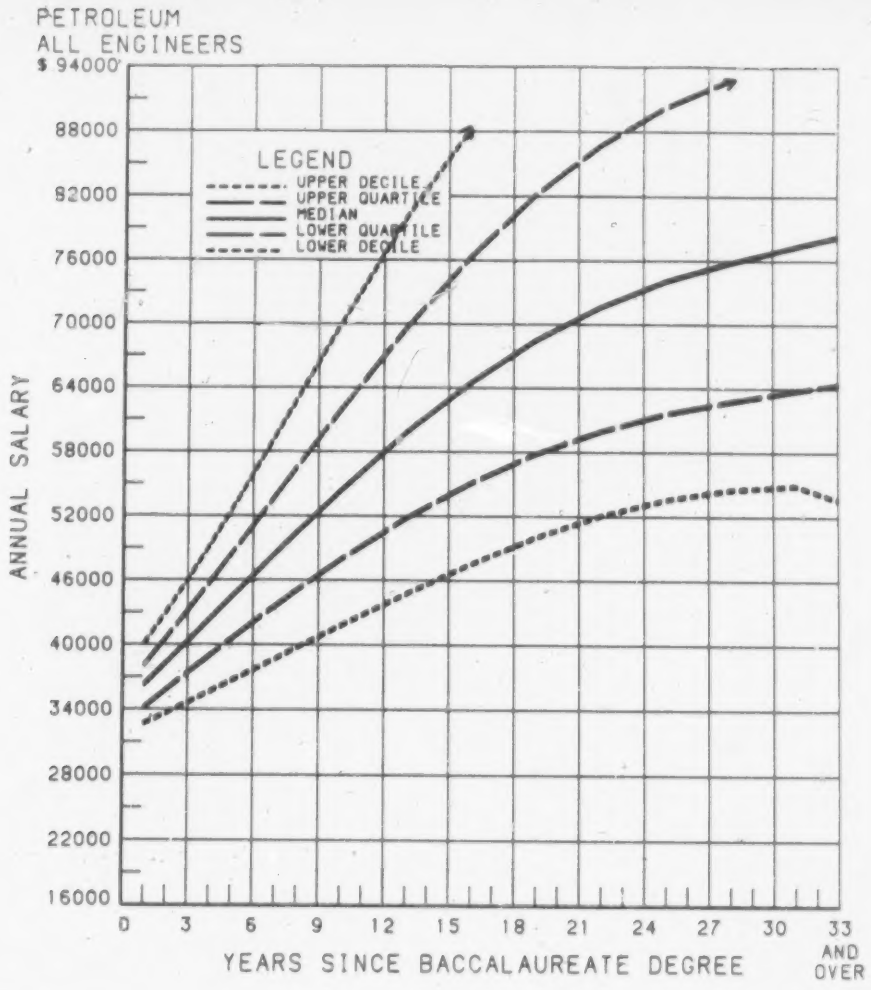
SMOOTH CURVES

METAL PRODUCTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	28600	30950	33400	35850	38350	40750	43100	45350	47500	
UPPER QUARTILE	26950	29000	31100	33250	35400	37550	39650	41700	43650	
MEDIAN	25780	27350	29000	30700	32350	34050	35700	37300	38850	
LOWER QUARTILE	25050	26400	27700	28950	30100	31150	32150	33100	33900	
LOWER DECILE	24100	25400	26600	27700	28650	29500	30250	30850	31400	
MEAN	26250	27950	29650	31350	33050	34650	36200	37700	39100	
TOTAL NUMBER	39	96	76	66	99	107	91	88	100	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51300	55700	58600	60300	61200	61600	61800	61850	61900	55050
UPPER QUARTILE	47200	51300	53900	55200	53600	55300	55150	54700	54250	47000
MEDIAN	41650	45000	47200	48250	48400	47950	47250	46250	45150	38800
LOWER QUARTILE	35350	36950	38050	38800	39250	39550	39700	39800	39800	31900
LOWER DECILE	32300	33150	33650	33950	34100	34200	34250	34300	34300	28050
MEAN	41550	44400	46300	47350	47900	48150	48200	48150	48050	40250
TOTAL NUMBER	188	154	118	124	96	72	61	37	73	1683
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1683



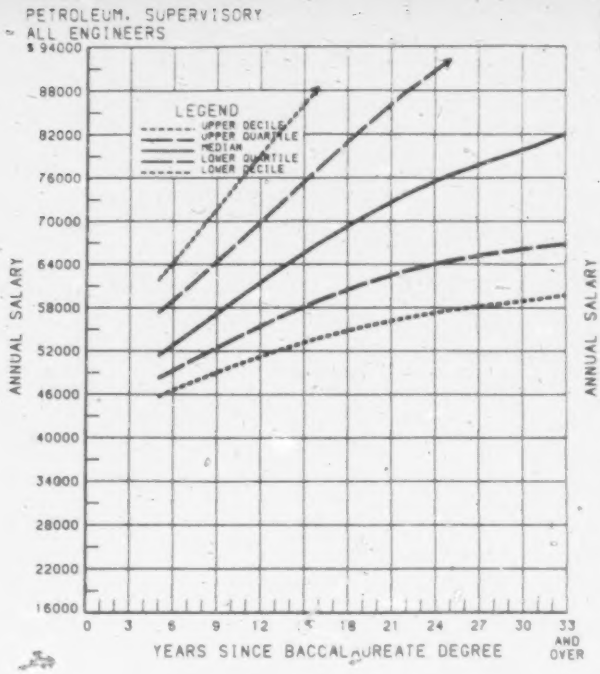
SMOOTH CURVES

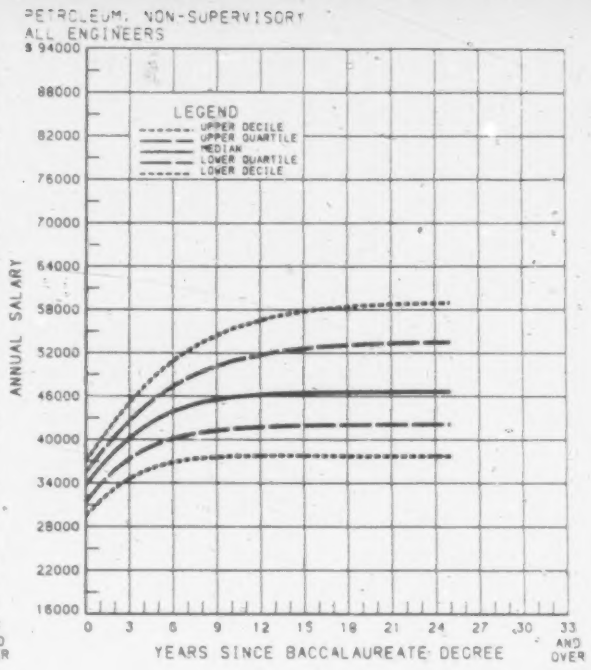
PETROLEUM

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	40100	43000	46050	49200	52500	55900	59400	62900
UPPER QUARTILE	0	38100	40600	43150	45750	48400	51050	53800	56500
MEDIAN	0	36300	38300	40300	42350	44400	46400	48450	50450
LOWER QUARTILE	0	34200	35800	37400	38950	40500	42050	43550	45050
LOWER DECILE	0	32700	33650	34650	35650	36650	37650	38650	39700
MEAN	0	36300	38400	40550	42750	44900	47100	49250	51400
TOTAL NUMBER	32	105	170	245	351	481	420	411	340
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	69900	79900	88300	94550	98400	0	0	0	0	87000
UPPER QUARTILE	61850	69500	76300	82100	86700	90250	92800	94900	96300	68650
MEDIAN	54300	59750	64450	68450	71600	74050	75800	77300	78250	54600
LOWER QUARTILE	47900	51750	55050	57800	59950	61600	62750	63750	64350	44700
LOWER DECILE	41750	44700	47500	50000	52050	53550	54500	54900	53550	38450
MEAN	55500	61200	66050	70050	73150	75500	77100	78500	79350	58700
TOTAL NUMBER	853	686	605	459	364	295	270	199	320	6613
NUMBERS OVER $99900	2	21	22	25	41	47	44	39	83	328
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 6613





SMOOTH CURVES

PETROLEUM, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	61850	64250	66700	69200
UPPER QUARTILE	0	0	0	0	0	57350	59050	60750	62550
MEDIAN	0	0	0	0	0	51400	52850	54300	55750
LOWER QUARTILE	0	0	0	0	0	48250	49300	50400	51450
LOWER DECILE	0	0	0	0	0	45700	46600	47450	48250
MEAN	0	0	0	0	0	52900	54450	56050	57600
TOTAL NUMBER	0	6	5	11	30	81	112	190	195
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	74200	81550	88350	94150	98600	0	0	0	0	96400
UPPER QUARTILE	66150	71700	77300	82700	87750	92150	95650	98650	0	79150
MEDIAN	58650	62900	66900	70500	73700	76400	78500	80500	82100	65050
LOWER QUARTILE	53500	56400	59000	61250	63100	64500	65550	66400	66850	56400
LOWER DECILE	49850	51950	53800	55350	56600	57650	58450	59200	59800	51050
MEAN	60650	65100	69200	72850	75850	78200	79850	81150	81650	68900
TOTAL NUMBER	577	526	487	395	343	256	257	186	295	3960
NUMBERS OVER $99900	2	21	22	25	41	45	44	39	83	323
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3960

SMOOTH CURVES

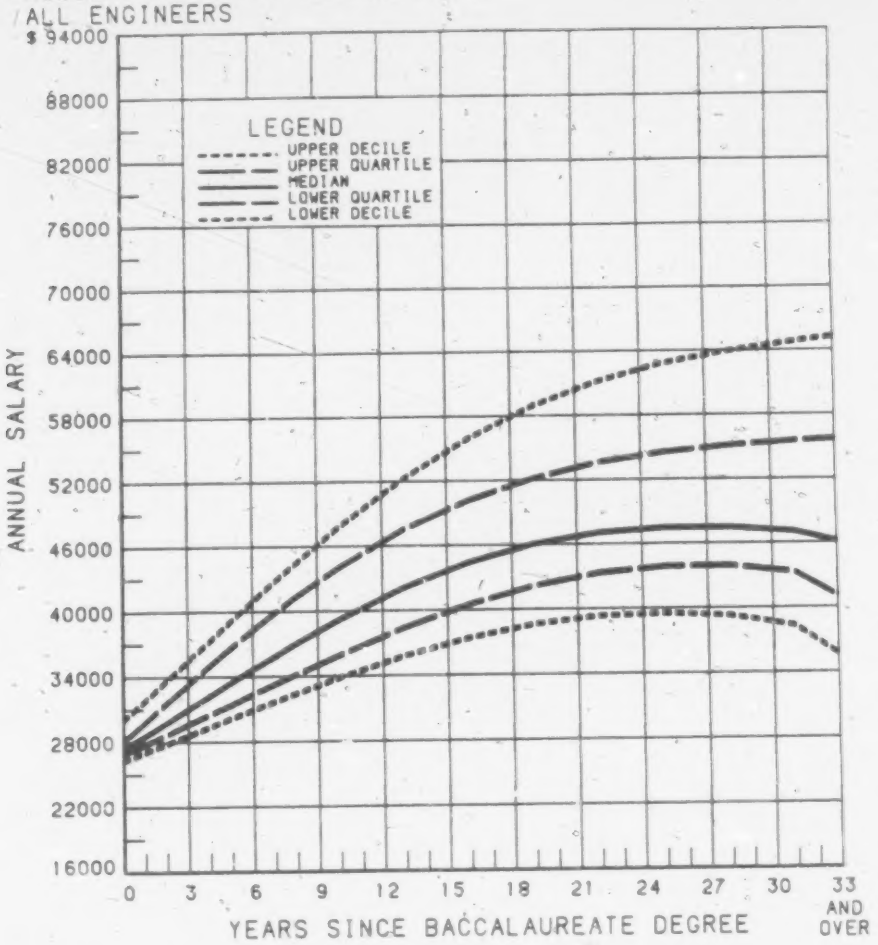
PETROLEUM, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36950	39900	42600	45100	47300	49250	50900	52300	53500
UPPER QUARTILE	35450	38050	40450	42650	44450	46050	47400	48500	49450
MEDIAN	33700	36200	38350	40200	41700	42950	43900	44600	45200
LOWER QUARTILE	31350	33800	35800	37350	38550	39450	40150	40650	41000
LOWER DECILE	29450	31550	33250	34600	35600	36350	36850	37250	37450
MEAN	33400	35850	38050	39900	41500	42800	43900	44750	45450
TOTAL NUMBER	31	98	165	233	320	400	307	221	144
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	55350	57100	58050	58600	58850	58950	0	0	0	51950
UPPER QUARTILE	50900	52150	52850	53200	53400	53500	0	0	0	46900
MEDIAN	45900	46400	46550	46600	46650	46650	0	0	0	42950
LOWER QUARTILE	41500	41850	42000	42050	42100	42100	0	0	0	38500
LOWER DECILE	37700	37800	37750	37700	37700	37700	0	0	0	35600
MEAN	46450	47300	47700	47900	48000	48050	0	0	0	43400
TOTAL NUMBER	276	159	117	64	21	39	13	12	24	2652
NUMBERS OVER $99900	0	0	0	0	0	1	0	0	0	3
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2652

RUBBER & PLASTIC PRODUCTS
ALL ENGINEERS



SMOOTH CURVES

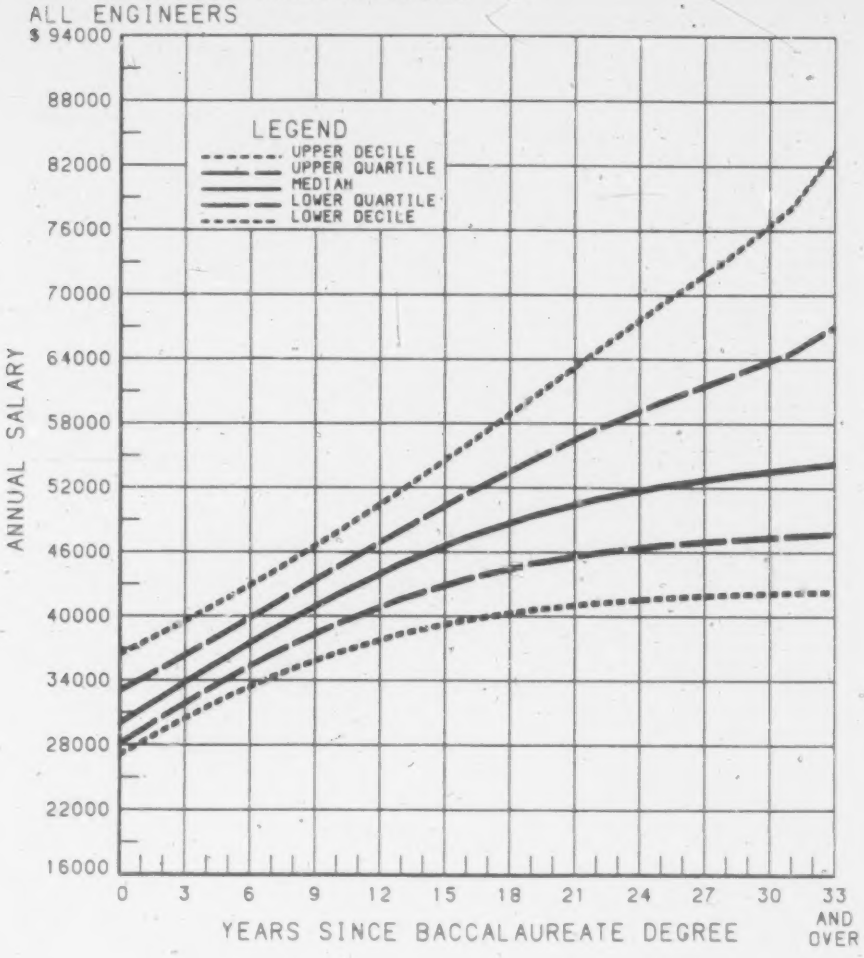
RUBBER & PLASTIC PRODUCTS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	31800	33600	35450	37250	39100	40900	42700	44400
UPPER QUARTILE	28050	29800	31550	33250	35000	36650	38250	39800	41300
MEDIAN	27350	28550	29750	31000	32200	33450	34650	35800	37000
LOWER QUARTILE	26900	27750	28650	29600	30500	31400	32350	33250	34150
LOWER DECILE	26250	27050	27800	28600	29350	30150	30900	31650	32400
MEAN	27750	28950	30200	31450	32700	33950	35200	36450	37700
TOTAL NUMBER	10	16	10	11	5	12	12	9	7
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47750	52200	55900	58900	61150	62800	63900	64750	65250	55900
UPPER QUARTILE	44000	47500	50150	52150	53600	54500	55100	55500	55700	47950
MEDIAN	39200	42100	44400	46050	47050	47450	47450	47050	46100	40750
LOWER QUARTILE	35900	38400	40500	42150	43300	43850	43900	43250	41000	34050
LOWER DECILE	33850	35800	37400	38600	39300	39500	39250	38300	35650	29050
MEAN	40100	43350	46050	48050	49400	50050	50150	49800	48650	42100
TOTAL NUMBER	17	16	24	21	20	15	16	11	31	263
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 263

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS



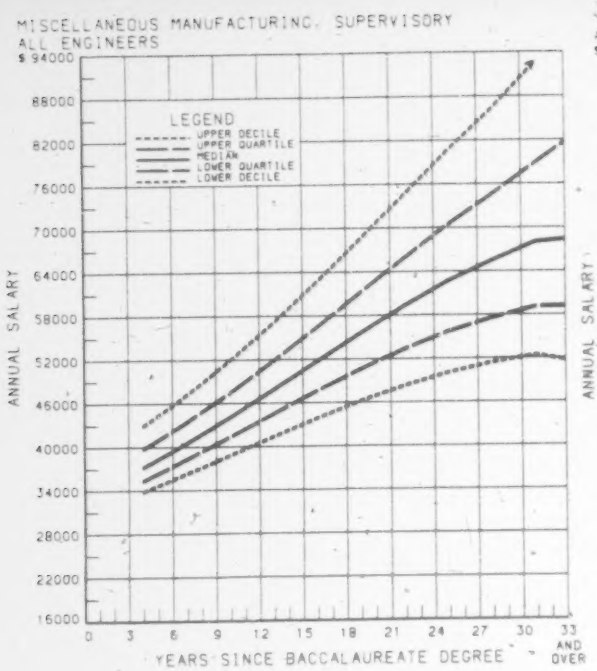
SMOOTH CURVES

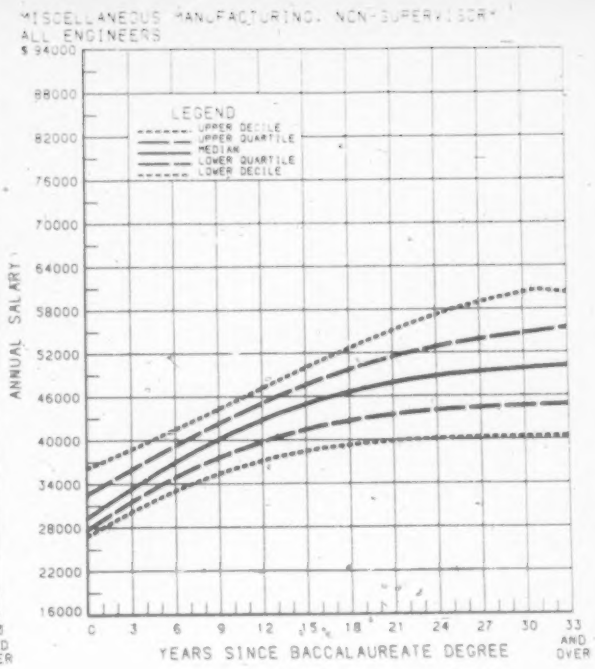
MISCELLANEOUS MANUFACTURING

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36450	37450	38500	39550	40650	41750	42900	44050	45300
UPPER QUARTILE	33000	34100	35200	36350	37500	38650	39850	41000	42200
MEDIAN	29950	31250	32500	33800	35050	36250	37500	38650	39800
LOWER QUARTILE	28100	29350	30650	31850	33050	34200	35350	36400	37400
LOWER DECILE	27050	28200	29350	30450	31500	32500	33400	34300	35100
MEAN	31150	32200	33300	34400	35500	36600	37700	38800	39850
TOTAL NUMBER	32	55	50	36	49	47	46	39	49
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47800	51750	55950	60300	64750	69100	73250	78100	83350	58650
UPPER QUARTILE	44550	48000	51400	54550	57450	60000	62250	64600	67050	49400
MEDIAN	41950	44900	47350	49350	50950	52150	53050	53800	54250	41950
LOWER QUARTILE	39250	41600	43450	44900	45900	46650	47100	47500	47700	36550
LOWER DECILE	36550	38350	39650	40600	41250	41700	42000	42200	42300	32050
MEAN	42000	45050	47850	50400	52600	54500	56000	57550	58900	44300
TOTAL NUMBER	104	105	75	71	49	62	48	36	60	1013
NUMBERS OVER $99900	0	0	0	0	0	0	1	3	1	5
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1013





SMOOTH CURVES

MISCELLANEOUS MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42900	44300	45700	47200	48700
UPPER QUARTILE	0	0	0	0	39700	40900	42150	43400	44750
MEDIAN	0	0	0	0	37150	38250	39350	40500	41650
LOWER QUARTILE	0	0	0	0	35300	36300	37250	38300	39300
LOWER DECILE	0	0	0	0	33800	34650	35450	36300	37100
MEAN	0	0	0	0	37850	38950	40100	41250	42400
TOTAL NUMBER	0	7	14	10	19	11	13	13	14
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51900	57050	62650	68500	74550	80550	86150	92450	97750	72800
UPPER QUARTILE	47450	51800	56400	61150	65850	70400	74500	78800	81650	59600
MEDIAN	44050	47850	51700	55550	59300	62650	65450	68000	68350	47000
LOWER QUARTILE	41350	44500	47650	50600	53350	55700	57550	59100	59200	40550
LOWER DECILE	38800	41350	43850	46200	48300	50050	51400	52400	51700	35750
MEAN	44850	48650	52600	56600	60500	64100	67200	70200	71400	51550
TOTAL NUMBER	33	28	26	29	16	18	18	13	26	310
NUMBERS OVER $99900	0	0	0	0	0	0	1	3	1	5
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 310

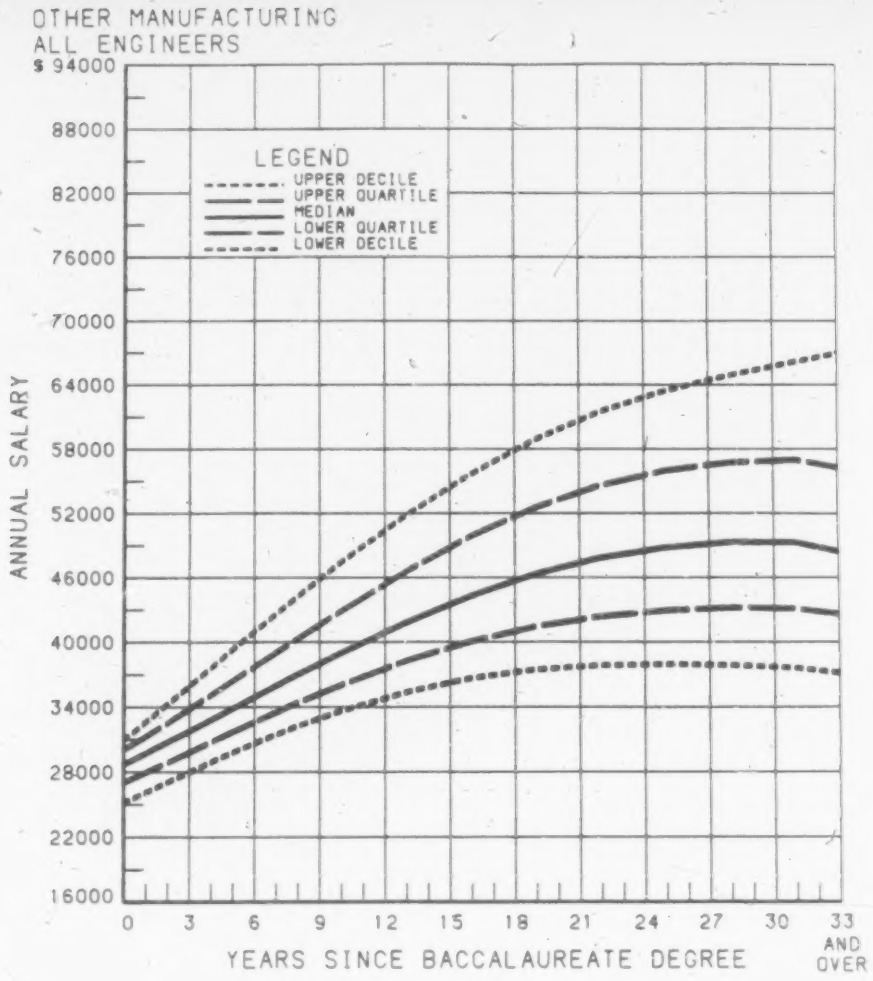
SMOOTH CURVES

MISCELLANEOUS MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36100	36950	37850	38700	39600	40550	41450	42400	43300
UPPER QUARTILE	32500	33600	34750	35850	37000	38100	39150	40200	41250
MEDIAN	29250	30600	31900	33200	34450	35700	36850	38000	39050
LOWER QUARTILE	27650	28950	30200	31450	32600	33750	34800	35800	36700
LOWER DECILE	26750	27850	29000	30050	31050	32050	32950	33800	34600
MEAN	30450	31600	32700	33800	34850	35900	36950	37950	38900
TOTAL NUMBER	32	48	36	26	30	36	33	26	35
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	45200	48050	50850	53450	55850	57900	59450	60700	60250	52350
UPPER QUARTILE	43200	45950	48300	50300	51950	53200	54150	54900	53400	46350
MEDIAN	41050	43550	45550	47050	48200	49000	49500	49900	50150	40100
LOWER QUARTILE	38350	40350	41900	42950	43700	44200	44500	44700	44800	35350
LOWER DECILE	34000	37650	38800	39500	39950	40200	40330	40400	40450	30600
MEAN	40700	43100	45150	46800	48100	49050	49750	50350	50700	41100
TOTAL NUMBER	69	77	49	42	33	44	30	23	34	703
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 703



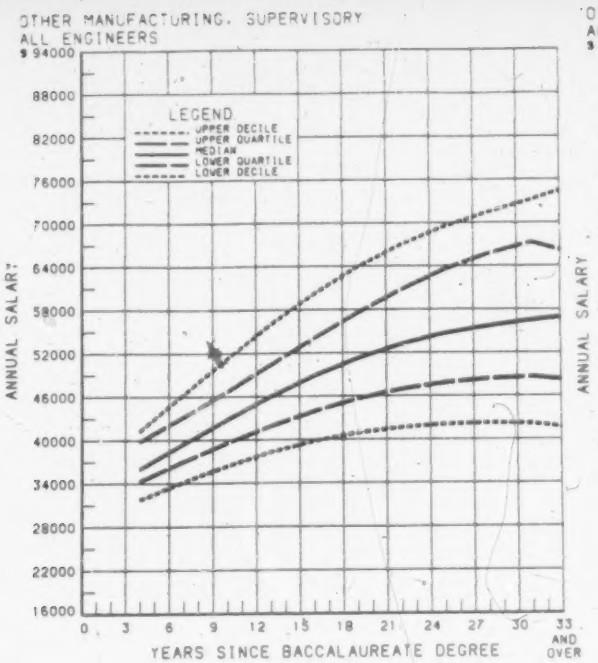
SMOOTH CURVES

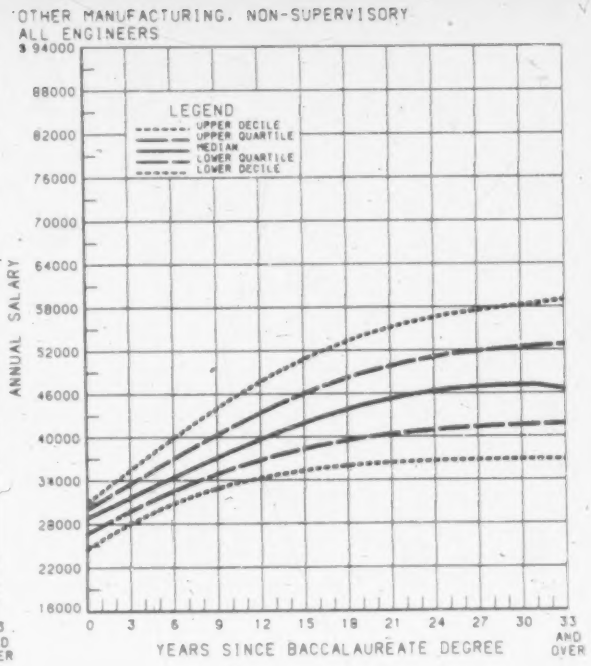
OTHER MANUFACTURING

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	30900	32550	34200	35850	37550	39250	40900	42550	44200	
UPPER QUARTILE	30000	31200	32450	33750	35050	36350	37650	38950	40250	
MEDIAN	28650	29650	30700	31700	32750	33800	34850	35900	36950	
LOWER QUARTILE	26950	27900	28800	29750	30700	31650	32550	33450	34350	
LOWER DECILE	25100	26050	27000	27900	28850	29750	30600	31400	32200	
MEAN	28300	29450	30600	31800	32950	34150	35300	36450	37600	
TOTAL NUMBER	78	79	84	79	93	96	105	94	86	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47400	51800	55650	58900	61500	63450	64900	66150	66950	56200
UPPER QUARTILE	42850	46550	49850	52550	54600	56000	56750	57000	56300	48650
MEDIAN	38950	41800	44300	46350	47850	48800	49300	49300	48450	40600
LOWER QUARTILE	36000	38250	40050	41450	42400	42950	43200	43100	42600	34600
LOWER DECILE	33600	35350	36650	37450	37850	37950	37850	37600	37150	30700
MEAN	39800	42850	45400	47450	48950	49900	50450	50700	50450	42450
TOTAL NUMBER	261	231	238	209	170	156	124	87	281	2559
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	2	2
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2559





SMOOTH CURVES

OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41300	43000	44700	46350	48050
UPPER QUARTILE	0	0	0	0	39850	40950	42100	43250	44400
MEDIAN	0	0	0	0	36050	37200	38350	39500	40600
LOWER QUARTILE	0	0	0	0	34350	35250	36150	37050	37900
LOWER DECILE	0	0	0	0	31800	32600	33450	34200	35000
MEAN	0	0	0	0	36650	37850	39050	40250	41400
TOTAL NUMBER	0	0	0	2	14	9	12	12	11
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51300	56000	60200	63900	67000	69500	71450	73200	74500	65400
UPPER QUARTILE	46750	50400	54050	57550	60750	63550	65700	67300	66200	57450
MEDIAN	42850	46000	48850	51250	53200	54700	55700	56550	57000	49300
LOWER QUARTILE	39600	41900	43950	45650	46950	47850	48400	48650	48300	42200
LOWER DECILE	36400	38300	39800	40900	41650	42100	42250	42150	41700	37250
MEAN	43650	46800	49550	51900	53850	55400	56600	57650	58400	50800
TOTAL NUMBER	50	72	87	65	55	60	51	22	72	602
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	2	2
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 602

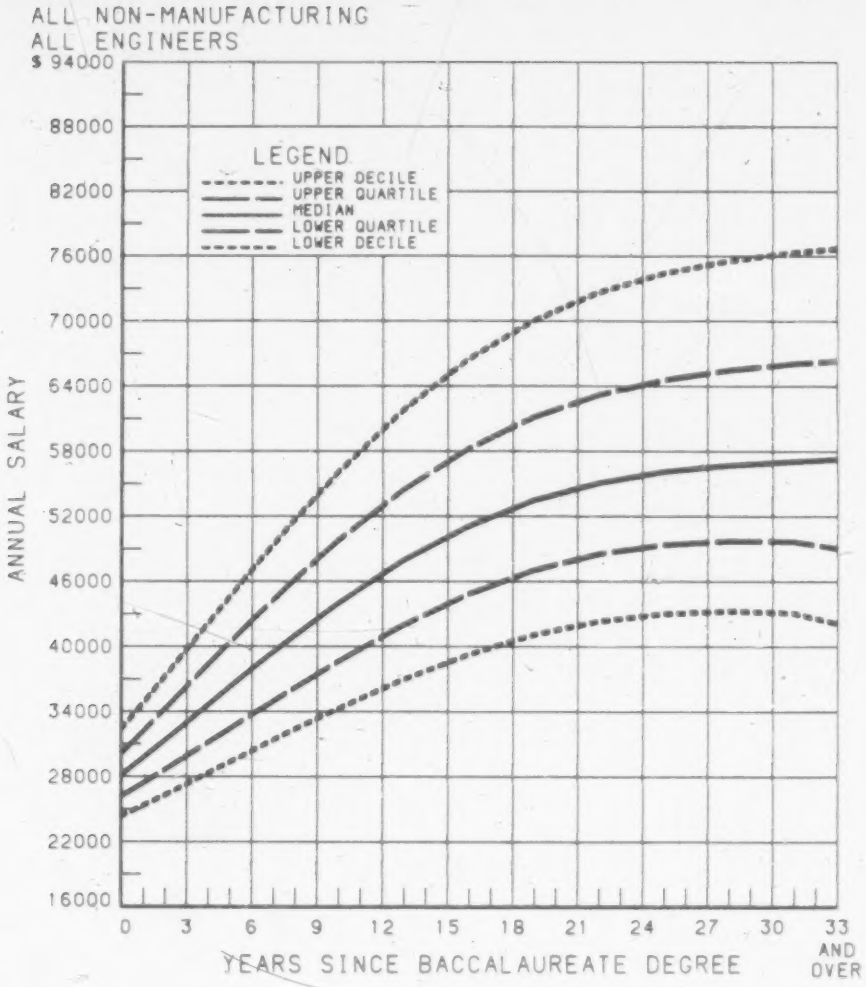
SMOOTH CURVES

OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	32400	33900	35400	36900	38400	39850	41300	42700
UPPER QUARTILE	30000	31150	32350	33300	34650	35850	37000	38150	39250
MEDIAN	28800	29750	30650	31600	32550	33500	34400	35350	36250
LOWER QUARTILE	26650	27700	28750	29750	30700	31650	32500	33350	34150
LOWER DECILE	24500	25750	26900	28000	29000	29950	30800	31550	32250
MEAN	28200	29350	30500	31650	32800	33900	34950	35950	36950
TOTAL NUMBER	77	79	84	77	78	87	92	82	73
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	45350	48850	51750	54050	55750	57000	57800	58500	59000	51650
UPPER QUARTILE	41400	44350	46850	48850	50350	51450	52100	52600	52800	45500
MEDIAN	38050	40500	42650	44400	45700	46600	47050	47150	46550	38550
LOWER QUARTILE	35600	37400	38800	39850	40600	41100	41450	41650	41800	33250
LOWER DECILE	33450	34700	35600	36150	36500	36700	36800	36850	36850	29950
MEAN	38800	41200	43200	44750	45900	46700	47250	47700	47900	39900
TOTAL NUMBER	211	159	150	144	115	96	72	64	208	1957
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1957



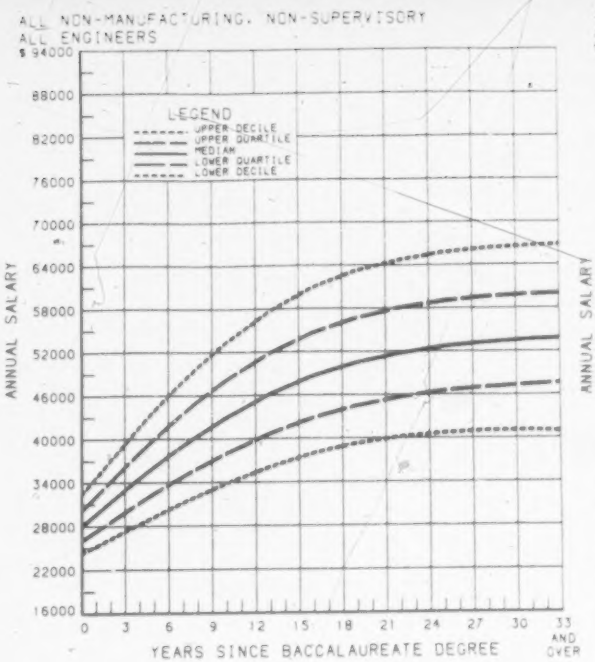
SMOOTH CURVES

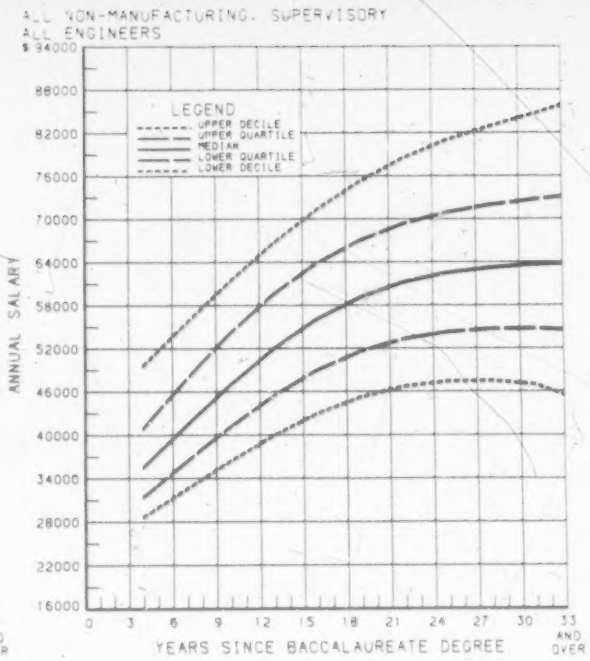
ALL NON-MANUFACTURING

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32350	34700	37150	39600	42050	44500	46950	49300	51650
UPPER QUARTILE	30050	32100	34150	36200	38250	40300	42300	44250	46150
MEDIAN	28100	29700	31300	32900	34550	36200	37850	39450	41000
LOWER QUARTILE	26150	27350	28600	29850	31100	32350	33650	34900	36150
LOWER DECILE	24300	25300	26250	27250	28300	29300	30300	31350	32350
MEAN	28150	29900	31650	33400	35100	36850	38550	40200	41800
TOTAL NUMBER	723	1013	1118	1264	1433	1460	1273	1283	1230
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	2	6	3	2	0	0	1	0	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56050	61800	66500	70050	72650	74400	75550	76350	76700	66800
UPPER QUARTILE	49750	54450	58250	61150	63200	64600	65500	66100	66350	56750
MEDIAN	44000	47950	51100	53500	55100	56150	56750	57100	57300	46800
LOWER QUARTILE	38600	42000	44850	47050	48550	49400	49750	49700	49050	37400
LOWER DECILE	34250	36950	39250	41100	42350	43050	43300	43100	42150	31050
MEAN	44800	48800	52100	54600	56400	57600	58350	58900	59100	48250
TOTAL NUMBER	3331	3292	3122	2635	2489	2451	2090	1584	3382	35179
NUMBERS OVER $99900	3	10	7	11	18	14	18	19	57	162
NUMBERS UNDER $20000	1	0	1	0	0	0	0	0	0	20

NUMBER OF ENGINEERS COVERED - 35179





SMOOTH CURVES

ALL NON-MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	49600	51600	53600	55550	57500	
UPPER QUARTILE	0	0	0	0	40850	43200	45500	47750	49950	
MEDIAN	0	0	0	0	35500	37450	39400	41350	43250	
LOWER QUARTILE	0	0	0	0	31400	33050	34700	36350	38000	
LOWER DECILE	0	0	0	0	28650	29950	31250	32550	33850	
MEAN	0	0	0	0	37500	39400	41250	43150	44950	
TOTAL NUMBER	14	20	66	84	131	136	201	223	279	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	61300	66600	71250	75200	78450	80950	82850	84550	85800	76600
UPPER QUARTILE	54100	59500	63800	67000	69350	70900	71950	72700	73100	66400
MEDIAN	46950	51950	56050	59100	61200	62500	63200	63650	63750	56950
LOWER QUARTILE	41150	45650	49000	51600	53300	54250	54700	54750	54550	47400
LOWER DECILE	36400	39950	42950	45250	46700	47400	47500	46950	45500	39000
MEAN	48450	53100	56950	59850	61900	63300	64150	64800	65150	57750
TOTAL NUMBER	888	1152	1285	1128	1098	1073	930	699	1388	10804
NUMBERS OVER $99900	3	10	6	10	18	14	18	18	57	159
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 10804

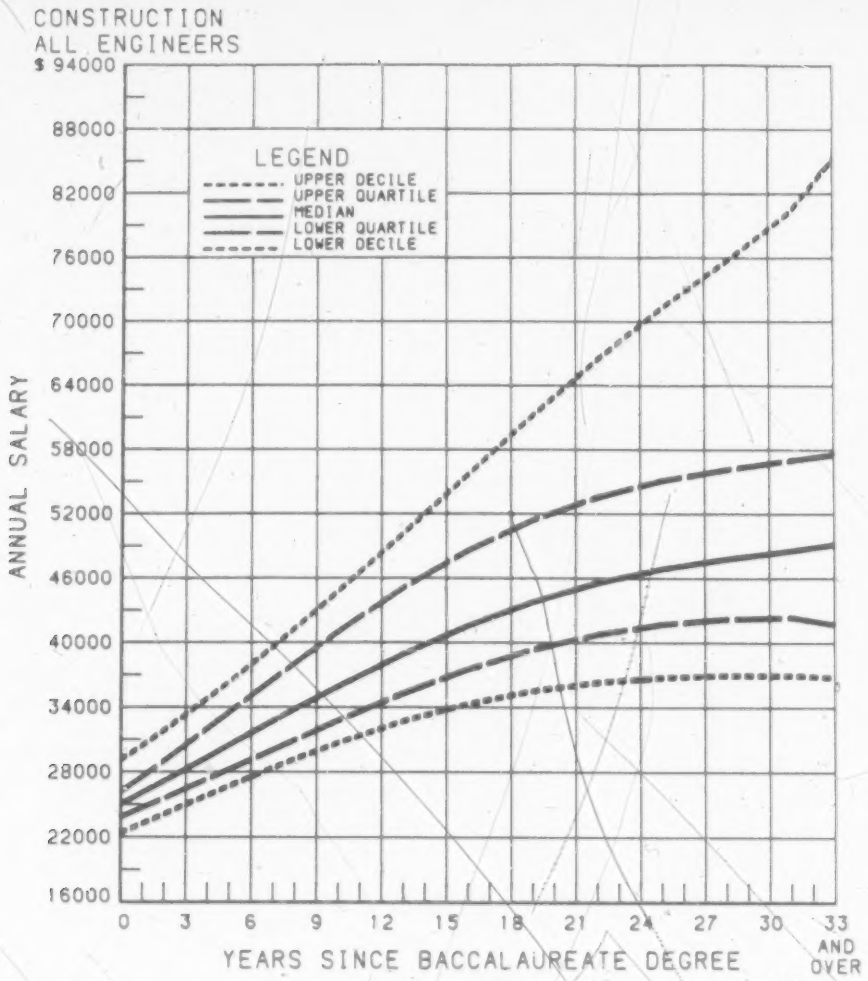
SMOOTH CURVES

ALL NON-MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	32350	34700	37000	39300	41600	43800	45950	47950	49900	
UPPER QUARTILE	30100	32100	34100	36100	38050	39900	41750	43500	45150	
MEDIAN	28000	29650	31300	32950	34550	36100	37600	39050	40400	
LOWER QUARTILE	26000	27300	28600	29900	31200	32450	33650	34800	35900	
LOWER DECILE	24250	25250	26250	27300	28250	29250	30250	31200	32100	
MEAN	28150	29850	31550	33200	34850	36400	37950	39400	40800	
TOTAL NUMBER	709	992	1051	1180	1301	1326	1071	1059	934	
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0	
NUMBERS UNDER $20000	2	6	3	2	0	0	1	0	2	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	53400	57700	60950	63250	64750	65750	66300	66650	66800	59600
UPPER QUARTILE	48150	51850	54650	56700	58100	59000	59550	59900	60050	51650
MEDIAN	42950	46150	48650	50500	51800	52700	53250	53650	53800	43000
LOWER QUARTILE	38000	40700	42850	44500	45700	46550	47050	47400	47600	35000
LOWER DECILE	33850	36100	37950	39300	40200	40700	41000	41050	40900	29750
MEAN	43400	46600	49150	51000	52300	53150	53700	54100	54250	44050
TOTAL NUMBER	2442	2140	1836	1506	1390	1378	1159	884	1993	24375
NUMBERS OVER $99900	0	0	0	1	0	0	0	1	0	3
NUMBERS UNDER $20000	1	0	1	0	0	0	0	0	0	20

NUMBER OF ENGINEERS COVERED - 24375



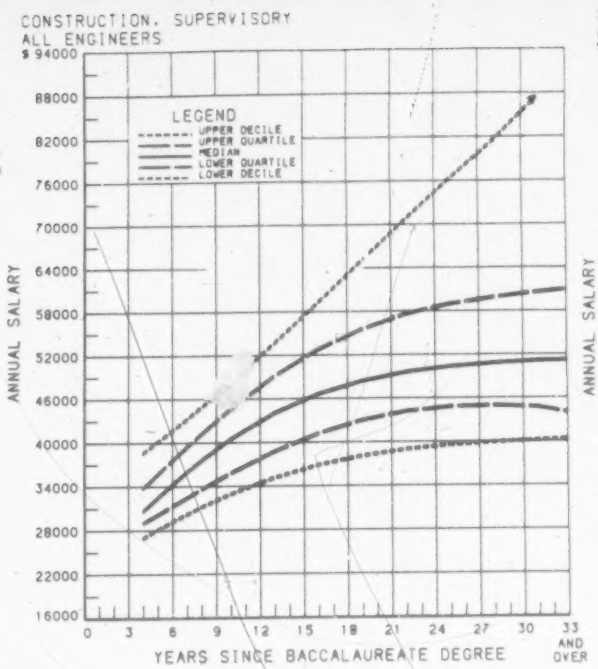
SMOOTH CURVES

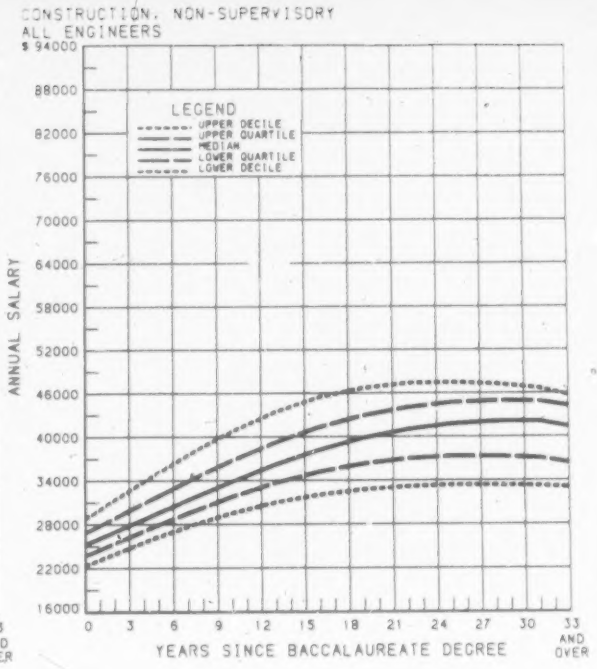
CONSTRUCTION

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	30450	31850	33300	34800	36350	37950	39600	41300
UPPER QUARTILE	26150	27550	29000	30500	32000	33500	35050	36550	38050
MEDIAN	25000	26100	27150	28250	29350	30500	31600	32700	33800
LOWER QUARTILE	23800	24700	25550	26450	27350	28250	29150	30050	30950
LOWER DECILE	22350	23250	24100	25000	25850	26700	27550	28400	29200
MEAN	25250	26400	27550	28750	29950	31150	32350	33550	34800
TOTAL NUMBER	21	66	41	82	90	87	84	70	64
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	2	0	1	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	44750	50150	55650	61150	66400	71250	75600	80250	85100	52650
UPPER QUARTILE	41000	45050	48550	51400	53550	55100	56150	57000	57550	44500
MEDIAN	35900	38900	41550	43750	45550	46850	47800	48550	49150	36700
LOWER QUARTILE	32750	35250	37500	39350	40750	41700	42200	42350	41700	30200
LOWER DECILE	30700	32700	34300	35500	36300	36750	36950	36950	36750	26900
MEAN	37150	40550	43600	46300	48550	50350	51750	53000	54100	39100
TOTAL NUMBER	177	145	148	87	79	79	50	63	60	1493
NUMBERS OVER $99900	0	0	0	0	1	2	1	1	7	12
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	4

NUMBER OF ENGINEERS COVERED - 1493





SMOOTH CURVES

CONSTRUCTION, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	38600	40100	41650	43250	44900
UPPER QUARTILE	0	0	0	0	33750	35650	37550	39400	41200
MEDIAN	0	0	0	0	30650	32450	34250	35950	37550
LOWER QUARTILE	0	0	0	0	29000	30150	31300	32450	33600
LOWER DECILE	0	0	0	0	26950	28100	29200	30200	31200
MEAN	0	0	0	0	31650	33200	34750	36250	37750
TOTAL NUMBER	1	0	4	12	22	22	32	33	32
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48300	53650	59250	65000	70700	76200	81350	87350	94500	61600
UPPER QUARTILE	44650	49150	52800	55350	57600	59000	59900	60600	61000	51650
MEDIAN	40500	44050	46650	48400	49600	50350	50800	51100	51200	44050
LOWER QUARTILE	35800	38750	41200	43000	44200	44800	44950	44700	43950	37050
LOWER DECILE	32950	35150	36850	38100	38950	39550	39900	40150	40300	32250
MEAN	40600	44550	47900	50650	52750	54350	55450	56400	57000	46450
TOTAL NUMBER	75	63	87	55	53	55	39	42	50	677
NUMBERS OVER $99900	0	0	0	0	1	2	1	1	7	12
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 677

SMOOTH CURVES

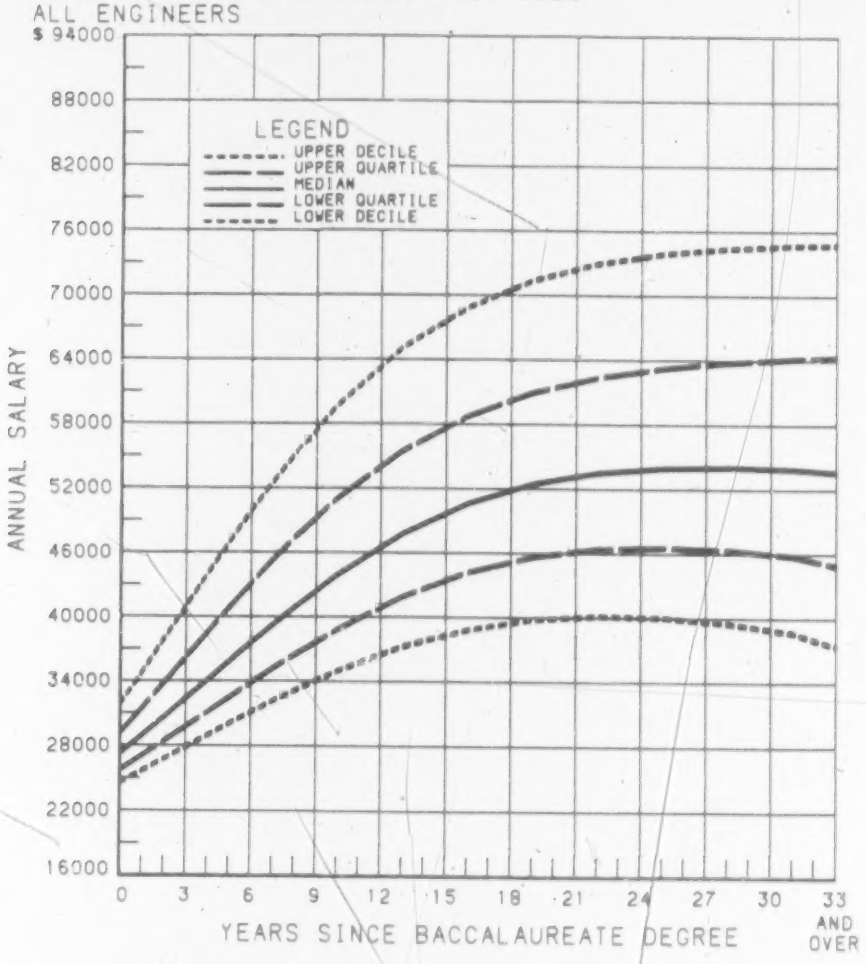
CONSTRUCTION, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28800	30050	31350	32600	33850	35100	36300	37500	38650
UPPER QUARTILE	26850	27850	28850	29900	30900	31900	32900	33900	34900
MEDIAN	25250	26100	26950	27850	28700	29600	30450	31350	32200
LOWER QUARTILE	23700	24550	25400	26250	27100	27950	28750	29550	30300
LOWER DECILE	22350	23150	23950	24750	25550	26300	27000	27700	28350
MEAN	25450	26400	27350	28300	29200	30150	31050	31950	32800
TOTAL NUMBER	20	66	37	70	68	65	52	37	32
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	2	0	1	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	40750	43450	45450	46700	47350	47450	47250	46850	45700	42450
UPPER QUARTILE	36750	39250	41350	42950	44050	44700	44950	44850	44250	37450
MEDIAN	33850	36200	38200	39850	41000	41750	42100	42100	41350	31950
LOWER QUARTILE	31800	33700	35200	36300	37000	37300	37300	37050	36400	28200
LOWER DECILE	29550	31000	32050	32750	33150	33350	33350	33250	33050	25400
MEAN	34450	36700	38300	39800	40700	41150	41230	41100	40450	33050
TOTAL NUMBER	102	83	61	32	26	24	11	21	10	816
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	4

NUMBER OF ENGINEERS COVERED - 816

CONSULTANTS & ENGINEERING SERVICES
ALL ENGINEERS



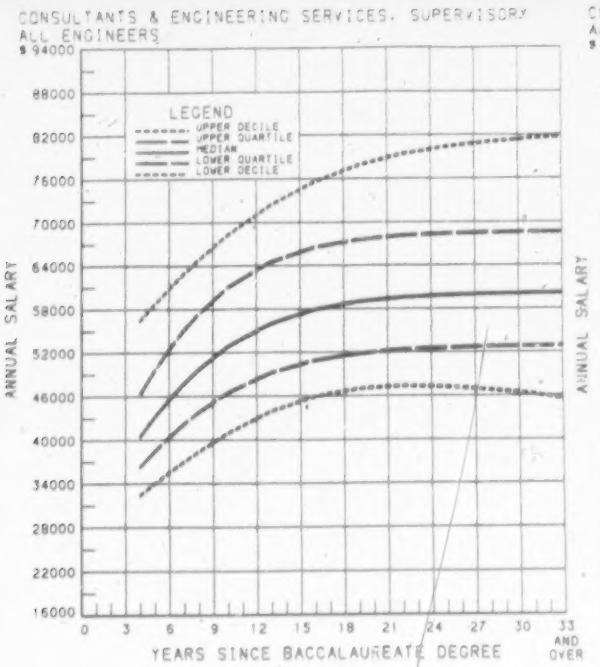
SMOOTH CURVES

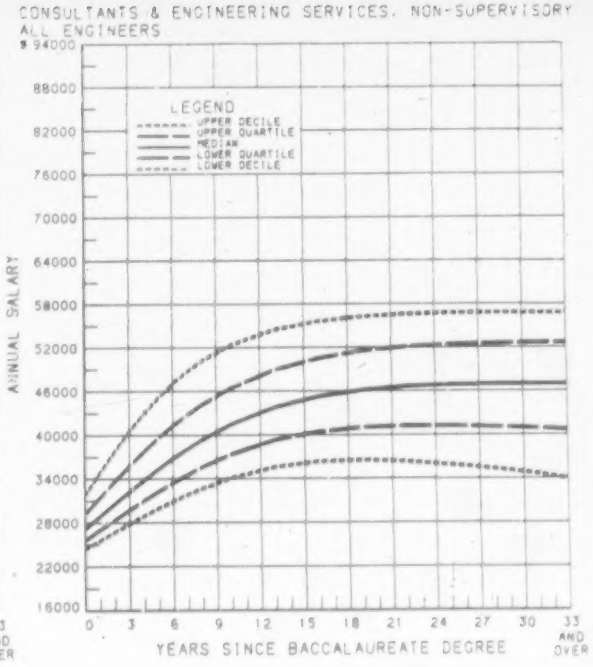
CONSULTANTS & ENGINEERING SERVICES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31800	34800	37900	40950	44000	46950	49850	52550	55100
UPPER QUARTILE	29100	31450	33800	36200	38550	40850	43100	45300	47350
MEDIAN	27200	28900	30600	32350	34050	35800	37550	39200	40850
LOWER QUARTILE	25700	27050	28400	29750	31100	32450	33800	35150	36400
LOWER DECILE	24550	25650	26750	27850	28950	30050	31100	32150	33100
MEAN	27650	29600	31600	33550	35550	37450	39350	41150	42850
TOTAL NUMBER	367	436	481	472	587	585	459	464	406
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	1	1	2	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	59700	65100	68850	71400	72950	73900	74400	74700	74750	64300
UPPER QUARTILE	51050	55500	58750	60950	62350	63250	63800	64150	64300	53950
MEDIAN	43900	47750	50600	52450	53500	53950	54050	53900	53600	43850
LOWER QUARTILE	38800	41900	44200	45650	46400	46550	46350	45800	44900	35050
LOWER DECILE	34950	37250	38850	39800	40150	40000	39500	38650	37350	29800
MEAN	45950	49700	52350	54100	55150	55750	56050	56250	56350	45950
TOTAL NUMBER	1209	1251	1053	786	603	530	456	391	686	11222
NUMBERS OVER $99900	3	10	6	9	8	4	8	10	15	74
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0	6

NUMBER OF ENGINEERS COVERED - 11222





SMOOTH CURVES

CONSULTANTS & ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	56450	58700	60850	62900	64800
UPPER QUARTILE	0	0	0	0	46250	49500	52450	55100	57350
MEDIAN	0	0	0	0	40450	43100	45500	47700	49650
LOWER QUARTILE	0	0	0	0	36250	38400	40350	42150	43750
LOWER DECILE	0	0	0	0	32400	33950	35500	36950	38350
MEAN	0	0	0	0	42350	44850	47150	49250	51150
TOTAL NUMBER	10	12	32	24	38	44	60	76	101
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	68250	72450	75600	77850	79400	80400	81050	81550	81750	76150
UPPER QUARTILE	61000	64550	66550	67600	68150	68400	68550	68600	68600	65350
MEDIAN	52850	56050	57950	59050	59600	59900	60050	60150	60150	57050
LOWER QUARTILE	46450	49250	50950	51850	52400	52650	52800	52850	52900	49600
LOWER DECILE	40900	43950	45950	47000	47350	47200	46800	46200	45550	42450
MEAN	56250	57600	59650	60850	61550	61950	62150	62250	62300	58450
TOTAL NUMBER	364	576	535	413	344	278	267	240	391	3783
NUMBERS OVER $99900	3	10	6	8	8	4	8	9	15	71
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3783

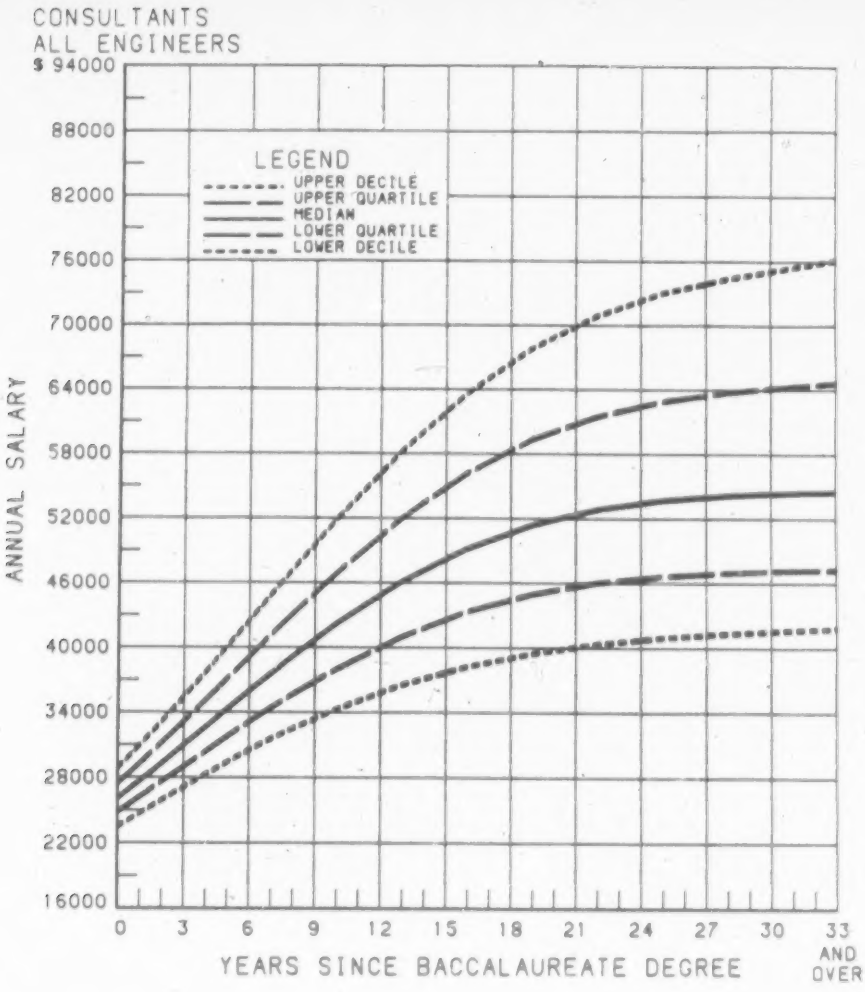
SMOOTH CURVES

CONSULTANTS & ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	34800	37700	40450	42900	45100	47050	48700	50150
UPPER QUARTILE	29150	31400	33600	35700	37700	39550	41250	42750	44150
MEDIAN	27150	28850	30550	32200	33750	35300	36750	38050	39300
LOWER QUARTILE	25600	27000	28350	29700	31000	32250	33450	34550	35600
LOWER DECILE	24400	25550	26700	27850	28900	29950	30900	31850	32650
MEAN	27550	29550	31450	33250	34900	36450	37900	39150	40300
TOTAL NUMBER	357	424	469	448	569	541	399	388	305
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	1	1	2	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	52350	54450	55650	56250	56600	56750	56800	56800	56800	52050
UPPER QUARTILE	46450	48950	50550	51550	52100	52400	52550	52650	52650	45650
MEDIAN	41450	43800	45300	46150	46650	46850	46950	46950	46950	38500
LOWER QUARTILE	37350	39300	40450	41050	41200	41200	41050	40850	40650	32300
LOWER DECILE	34100	35600	36350	36550	36300	35850	35300	34600	33900	28350
MEAN	42250	44300	45650	46500	46950	47250	47350	47400	47450	39600
TOTAL NUMBER	845	677	518	373	259	252	209	151	295	7439
NUMBERS OVER $99900	0	0	0	1	0	0	0	1	0	3
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0	6

NUMBER OF ENGINEERS COVERED - 7439



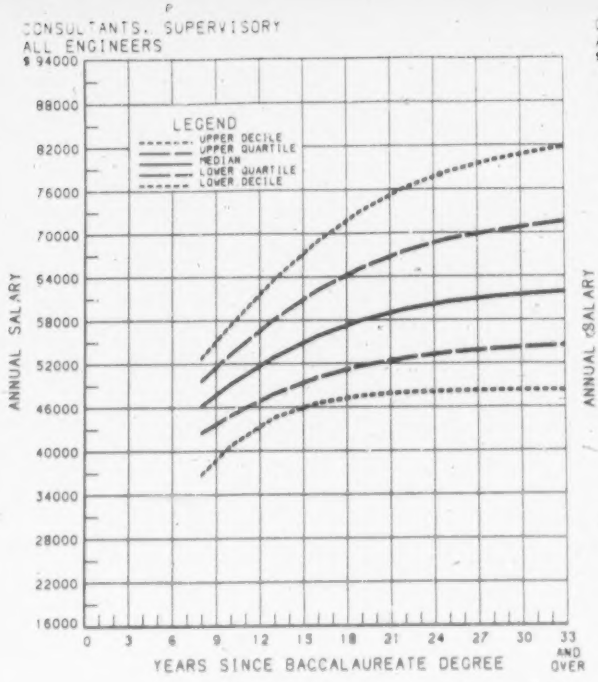
SMOOTH CURVES

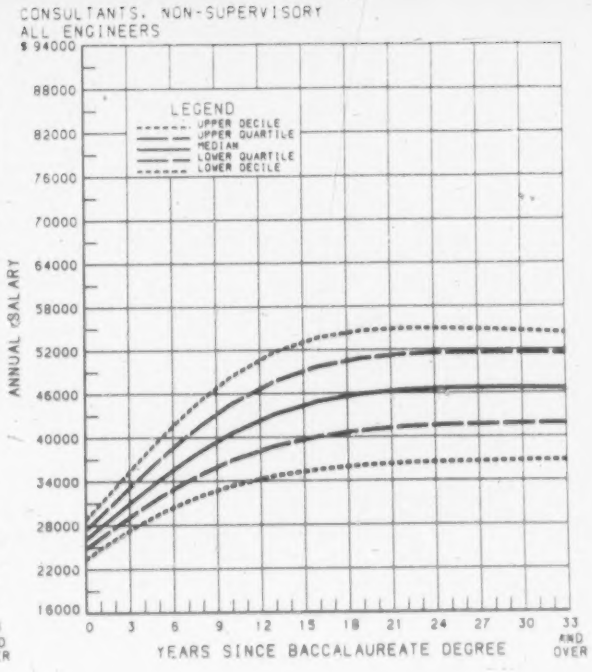
CONSULTANTS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28800	30950	33100	35400	37700	40100	42450	44850	47250
UPPER QUARTILE	27400	29250	31150	33100	35100	37100	39100	41150	43100
MEDIAN	26050	27650	29250	30950	32600	34300	35950	37550	39150
LOWER QUARTILE	24800	26200	27600	28950	30350	31750	33100	34400	35650
LOWER DECILE	23450	24700	25900	27100	28250	29400	30500	31550	32500
MEAN	26200	27800	29450	31150	32850	34550	36200	37900	39550
TOTAL NUMBER	165	175	224	209	240	206	192	218	179
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	1	2	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51900	58300	63650	67850	70900	73050	74400	75450	76100	62700
UPPER QUARTILE	46900	52050	56200	59350	61500	62900	63750	64300	64600	52800
MEDIAN	42200	46150	49200	51400	52850	53700	54150	54400	54500	43600
LOWER QUARTILE	38000	41000	43350	44950	46050	46650	47000	47200	47250	34650
LOWER DECILE	34300	36550	38250	39450	40350	40950	41350	41650	41800	28850
MEAN	42700	46900	50250	52800	54550	55650	56350	56750	57000	45100
TOTAL NUMBER	580	679	531	393	328	283	252	195	420	5469
NUMBERS OVER $99900	1	0	1	2	2	1	3	6	7	23
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0	6

NUMBER OF ENGINEERS COVERED - 5469





SMOOTH CURVES

CONSULTANTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	52750
UPPER QUARTILE	0	0	0	0	0	0	0	0	49600
MEDIAN	0	0	0	0	0	0	0	0	46150
LOWER QUARTILE	0	0	0	0	0	0	0	0	42450
LOWER DECILE	0	0	0	0	0	0	0	0	36700
MEAN	0	0	0	0	0	0	0	0	45900
TOTAL NUMBER	0	0	2	3	9	9	10	13	21
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	57350	63650	68950	73100	76200	78400	79950	81100	81800	74200
UPPER QUARTILE	53300	58150	62150	65200	67500	69150	70200	71050	71550	64500
MEDIAN	49150	52900	55800	57950	59450	60500	61150	61600	61850	56850
LOWER QUARTILE	44850	47800	50050	51650	52750	53500	53950	54300	54500	50000
LOWER DECILE	40700	44550	46550	47550	48000	48200	48250	48300	48300	45200
MEAN	49250	53550	56850	59350	61100	62300	63100	63650	63950	58500
TOTAL NUMBER	106	281	279	196	174	146	136	139	254	1778
NUMBERS OVER $99900	1	0	1	2	2	1	3	6	7	23
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 1778

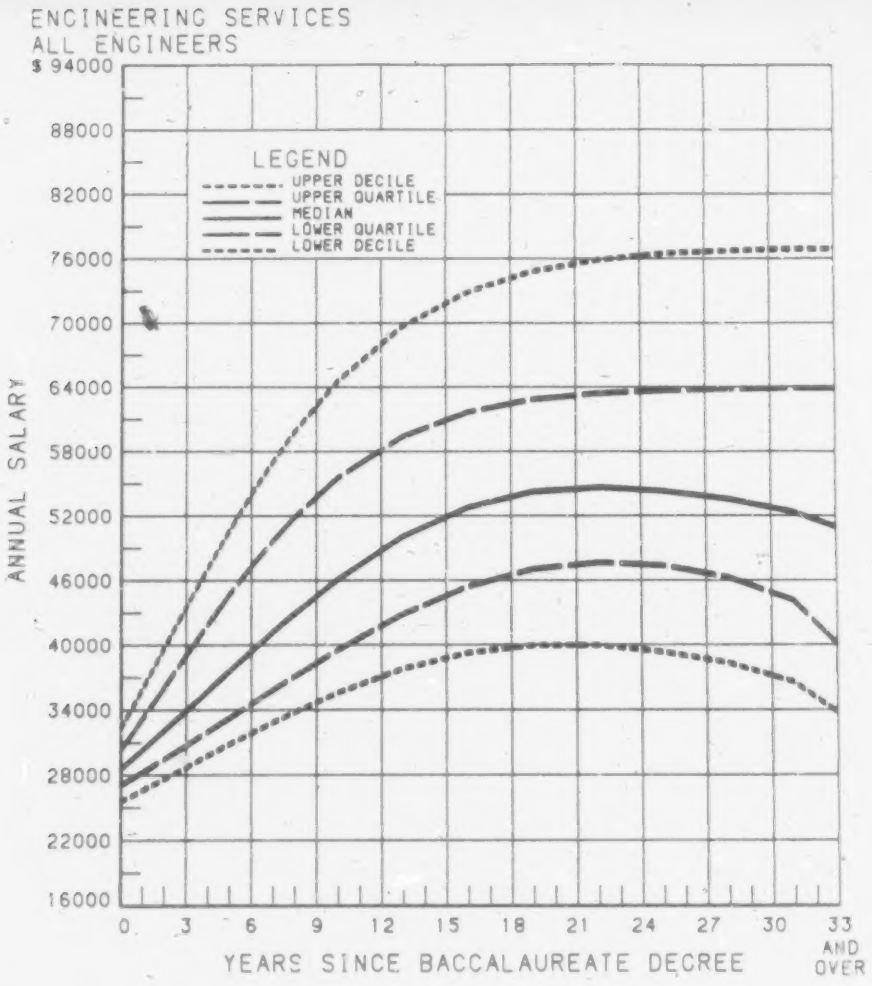
SMOOTH CURVES

CONSULTANTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	30900	33100	35300	37450	39550	41550	43450	45200
UPPER QUARTILE	27350	29250	31150	33100	34950	36800	38550	40200	41750
MEDIAN	26050	27700	29300	30950	32500	34050	35500	36900	38200
LOWER QUARTILE	24750	26200	27650	29050	30400	31700	32850	34000	35000
LOWER DECILE	23300	24700	26000	27200	28350	29450	30400	31250	32050
MEAN	26200	27850	29500	31150	32750	34250	35750	37100	38400
TOTAL NUMBER	165	175	222	206	231	197	182	205	158
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	1	2	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48300	51700	53700	54650	54950	54900	54750	54500	54300	50650
UPPER QUARTILE	44350	47650	49700	50800	51350	51550	51550	51500	51450	44850
MEDIAN	40500	43150	44900	45900	46400	46650	46700	46650	46600	38100
LOWER QUARTILE	36800	38750	40050	40850	41350	41600	41700	41800	41800	31550
LOWER DECILE	33300	34700	35550	36100	36400	36550	36650	36750	36750	27550
MEAN	40600	43150	44750	45700	46150	46300	46350	46250	46300	38600
TOTAL NUMBER	474	398	252	197	154	137	116	58	166	3691
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0	6

NUMBER OF ENGINEERS COVERED - 3691



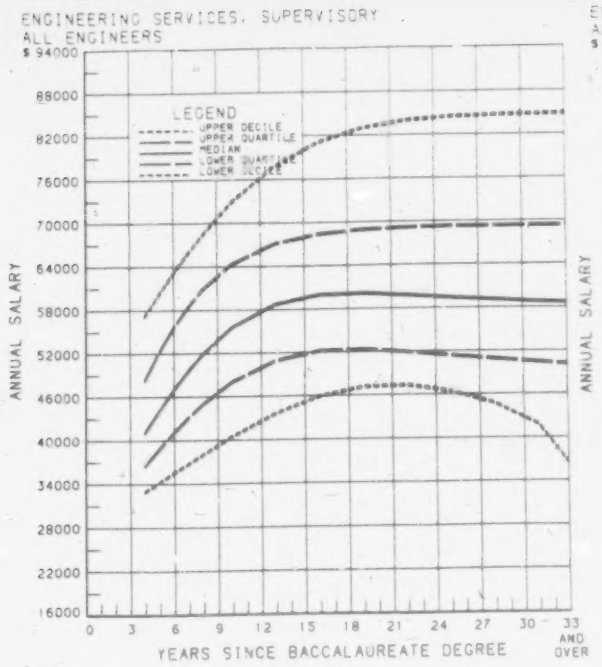
SMOOTH CURVES

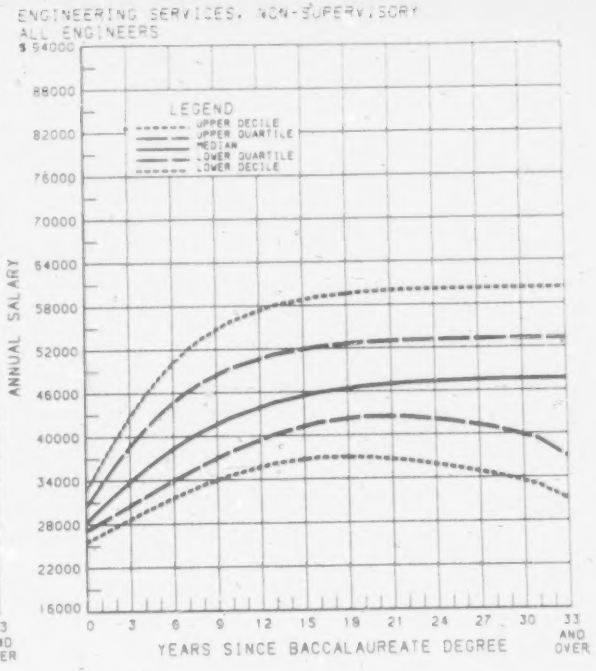
ENGINEERING SERVICES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	32300	36000	39750	43500	47200	50700	54000	57050	59850	
UPPER QUARTILE	30250	33200	36100	39050	41900	44700	47300	49700	51900	
MEDIAN	28550	30300	32100	33900	35750	37600	39400	41200	42900	
LOWER QUARTILE	27050	28250	29450	30700	32000	33250	34550	35850	37100	
LOWER DECILE	25550	26600	27650	28700	29800	30850	31850	32850	33800	
MEAN	28900	31000	33100	35300	37450	39550	41650	43600	45500	
TOTAL NUMBER	202	261	257	263	347	379	267	246	227	
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	64600	69700	72900	74850	75900	76500	76750	76900	76900	66100
UPPER QUARTILE	55550	59400	61650	62850	63400	63650	63800	63850	63850	55050
MEDIAN	46100	50100	52800	54250	54650	54300	53550	52350	50950	44150
LOWER QUARTILE	39550	42850	45400	47050	47650	47350	46250	44100	40050	35400
LOWER DECILE	35600	37800	39250	39950	39950	39300	38300	36550	33750	30600
MEAN	48800	52600	54900	55950	56200	56000	55600	55100	54700	46850
TOTAL NUMBER	629	572	522	393	275	247	204	196	266	5753
NUMBERS OVER $99900	2	10	5	7	6	3	5	4	8	51
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 5753





SMOOTH CURVES

ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	57150	60200	63100	65850	68350
UPPER QUARTILE	0	0	0	0	48250	52150	55550	58450	60850
MEDIAN	0	0	0	0	41000	44050	46950	49550	51850
LOWER QUARTILE	0	0	0	0	36450	38800	41050	43100	44950
LOWER DECILE	0	0	0	0	32900	34200	35500	36750	38000
MEAN	0	0	0	0	43300	46200	48850	51300	53450
TOTAL NUMBER	10	12	30	21	29	35	50	63	80
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	72800	77800	81050	82950	83950	84450	84650	84750	84800	79350
UPPER QUARTILE	64300	67150	68400	68950	69150	69300	69300	69350	69350	66050
MEDIAN	55550	58750	59950	60100	59750	59350	59050	58750	58650	57200
LOWER QUARTILE	48000	50900	52150	52300	51900	51350	50850	50400	50100	48950
LOWER DECILE	40450	43600	45900	47150	47300	46400	44700	41800	36500	38700
MEAN	56900	60100	61500	61900	61900	61700	61550	61450	61350	58450
TOTAL NUMBER	258	293	256	217	170	132	111	101	137	2005
NUMBERS OVER $99900	2	10	5	6	6	3	5	3	8	48
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2005

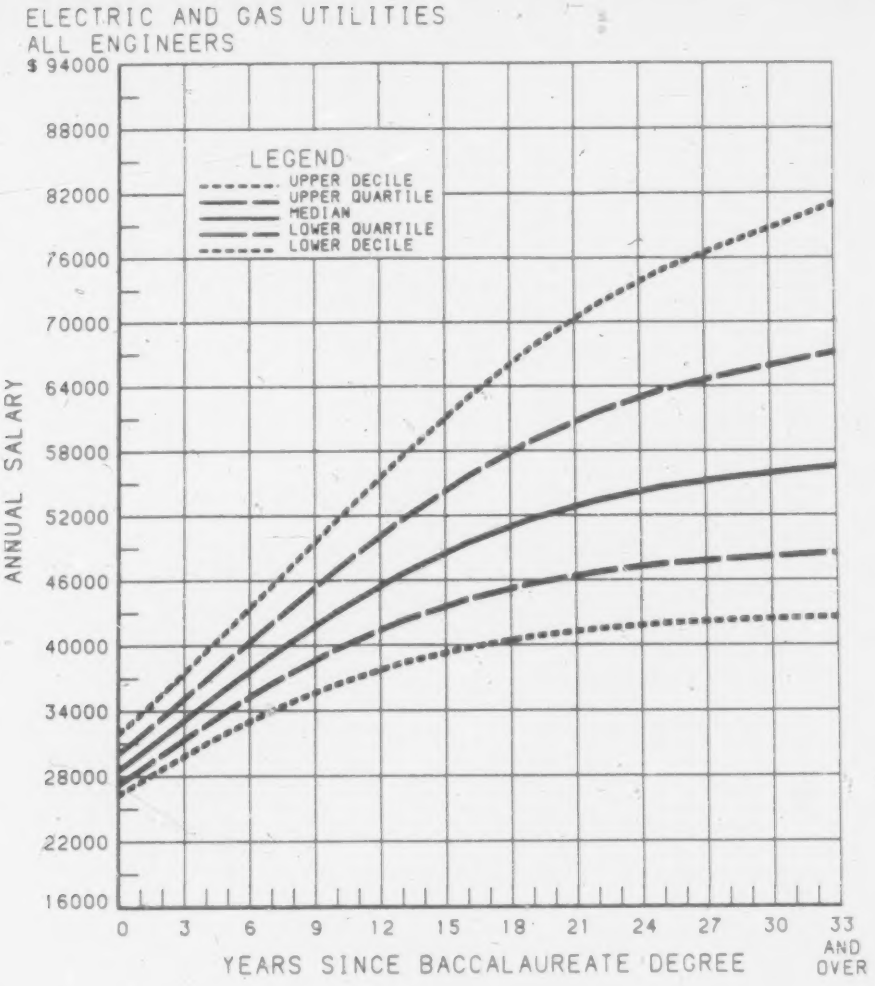
SMOOTH CURVES

ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	36100	39500	42650	45450	47950	50100	51950	53500
UPPER QUARTILE	30350	33250	36050	38600	40850	42900	44650	46150	47450
MEDIAN	28200	30150	32000	33750	35400	36900	38300	39550	40650
LOWER QUARTILE	27050	28200	29350	30500	31650	32800	33900	34950	36000
LOWER DECILE	25500	26550	27600	28600	29650	30600	31550	32400	33250
MEAN	28650	30850	32950	34900	36650	38300	39750	41000	42150
TOTAL NUMBER	192	249	227	242	318	344	217	183	147
NUMBERS OVER $99900	0	0	0	0	0	0	0	1	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	55850	58050	59200	59800	60100	60200	60250	60250	60250	53600
UPPER QUARTILE	49400	51250	52250	52800	53050	53150	53200	53200	53200	46450
MEDIAN	42550	44600	45900	46700	47150	47400	47550	47600	47600	38950
LOWER QUARTILE	37900	40200	41750	42500	42450	41850	40900	39300	36800	32950
LOWER DECILE	34650	36200	36950	36950	36450	35550	34450	32950	30950	29300
MEAN	43950	45850	46950	47600	47950	48150	48200	48250	48250	40600
TOTAL NUMBER	371	279	266	176	105	115	93	95	129	3748
NUMBERS OVER $99900	0	0	0	1	0	0	0	1	0	3
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3748



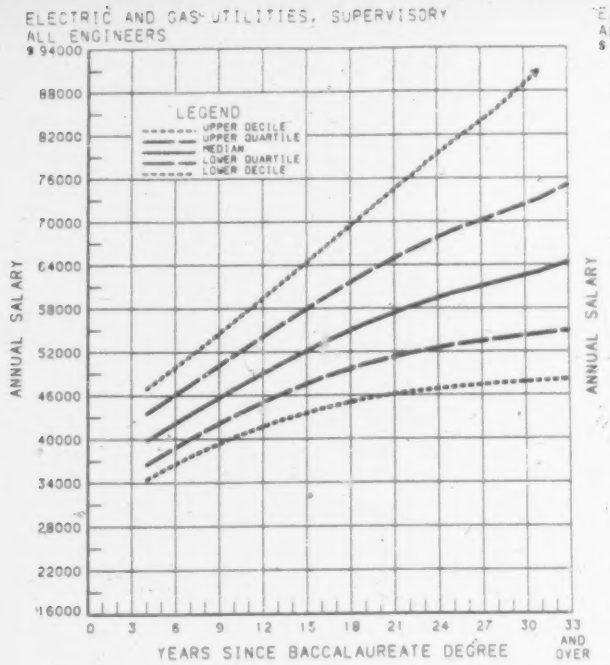
SMOOTH CURVES

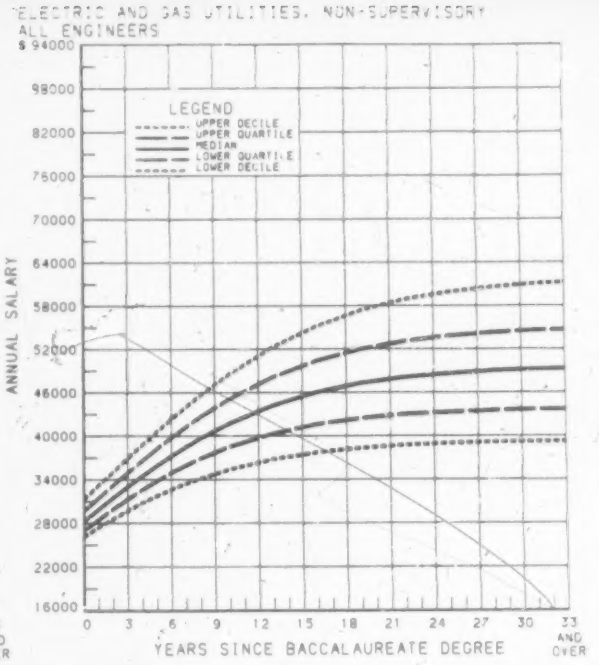
ELECTRIC AND GAS UTILITIES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31850	33650	35550	37450	39450	41400	43450	45450	47500
UPPER QUARTILE	30000	31650	33350	35100	36800	38550	40300	42000	43700
MEDIAN	28500	30000	31550	33100	34650	36150	37600	39050	40450
LOWER QUARTILE	27150	28550	29950	31350	32650	34000	35250	36450	37550
LOWER DECILE	26200	27450	28650	29800	30950	32000	33000	33950	34850
MEAN	28900	30400	31900	33450	34950	36500	38000	39450	40900
TOTAL NUMBER	362	347	417	646	583	579	481	482	460
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	51550	57450	62850	67650	71650	74850	77300	79500	81050	61750
UPPER QUARTILE	47000	51600	55600	58950	61600	63650	65100	66350	67150	51350
MEDIAN	43100	46600	49450	51700	53400	54650	55500	56150	56550	42900
LOWER QUARTILE	39650	42250	44250	45700	46750	47500	47950	48300	48500	35800
LOWER DECILE	36400	38350	39750	40800	41500	42000	42300	42500	42600	31100
MEAN	43700	47450	50700	53300	55400	56950	58050	58950	59550	45150
TOTAL NUMBER	1136	1389	1069	611	530	415	349	289	815	10967
NUMBERS OVER $99900	0	2	3	4	6	11	7	7	50	92
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 10967





SMOOTH CURVES

ELECTRIC AND GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	46950	48400	49900	51450	53000	
UPPER QUARTILE	0	0	0	0	43500	44800	46150	47450	48800	
MEDIAN	0	0	0	0	39800	41000	42200	43400	44550	
LOWER QUARTILE	0	0	0	0	36500	37700	38850	40000	41100	
LOWER DECILE	0	0	0	0	34500	35550	36600	37600	38500	
MEAN	0	0	0	0	40450	41700	42950	44150	45400	
TOTAL NUMBER	0	8	8	32	53	67	59	75	113	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56200	61100	66150	71200	76150	80950	85400	90700	97300	73250
UPPER QUARTILE	51500	55450	59300	62850	66000	68750	70950	73150	75100	62650
MEDIAN	46850	50150	53200	55900	58200	60150	61650	63100	64450	53350
LOWER QUARTILE	43200	46000	48400	50300	51800	52950	53750	54500	55000	46350
LOWER DECILE	40250	42450	44150	45500	46450	47100	47600	47950	48200	41750
MEAN	47850	51350	54600	57550	60100	62250	64000	65700	67300	56100
TOTAL NUMBER	346	570	516	303	288	242	204	161	505	3559
NUMBERS OVER $99900	0	2	2	4	6	11	7	7	50	91
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3559

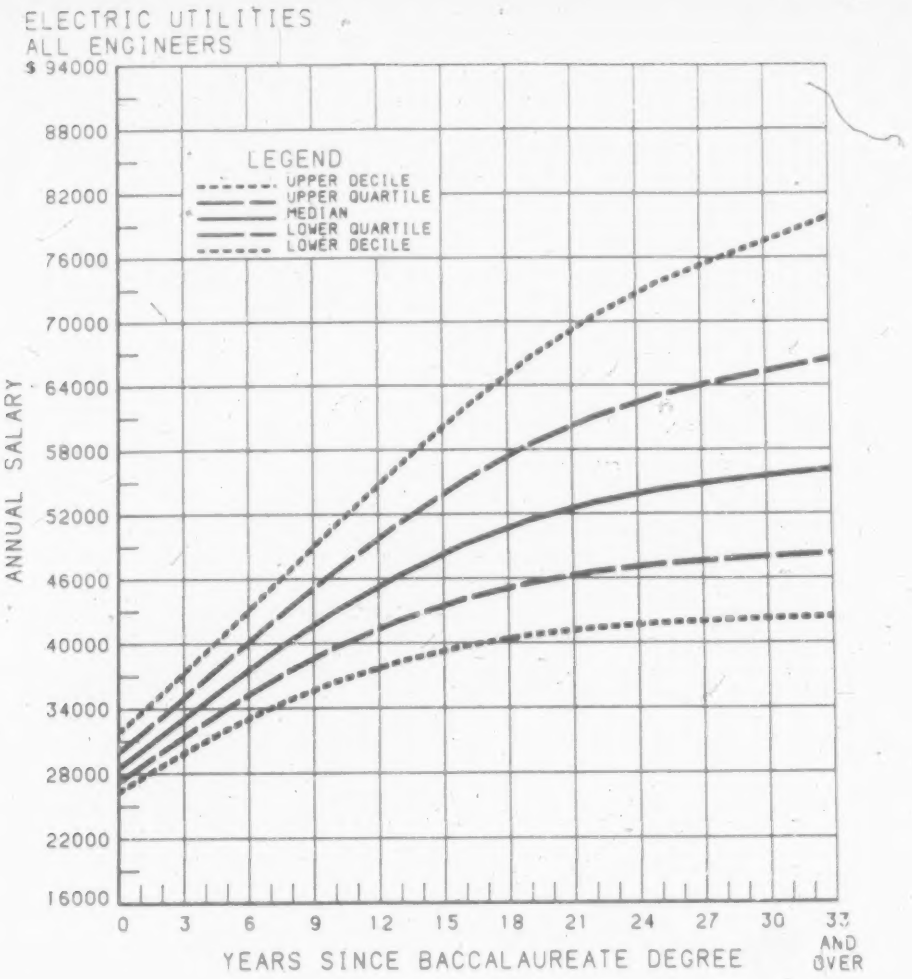
SMOOTH CURVES

ELECTRIC AND GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	31300	33200	35050	36950	38800	40600	42350	44000	45600	
UPPER QUARTILE	29650	31450	33200	34950	36600	38250	39800	41250	42650	
MEDIAN	28300	29900	31500	33000	34500	35900	37250	38500	39700	
LOWER QUARTILE	27000	28500	29950	31300	32600	33800	34950	35950	36900	
LOWER DECILE	26150	27450	28600	29750	30800	31750	32650	33450	34150	
MEAN	28550	30150	31700	33200	34650	36100	37400	38650	39850	
TOTAL NUMBER	362	338	408	613	529	512	421	406	347	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48550	52300	55200	57350	58900	59900	60600	61050	61250	51150
UPPER QUARTILE	45100	48150	50400	52000	53100	53850	54300	54600	54700	44950
MEDIAN	41750	44250	46050	47300	48100	48650	49000	49200	49300	38800
LOWER QUARTILE	38550	40350	41650	42450	43000	43300	43500	43650	43650	33350
LOWER DECILE	35400	36800	37750	38350	38750	39000	39150	39200	39250	29950
MEAN	41950	44500	46600	47750	48650	49250	49650	49900	50000	39900
TOTAL NUMBER	789	818	553	307	241	173	144	127	310	7408
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 7408



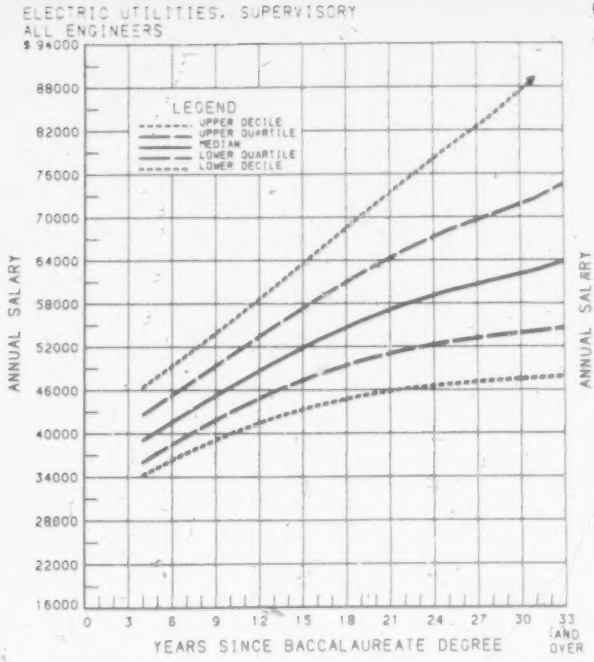
SMOOTH CURVES

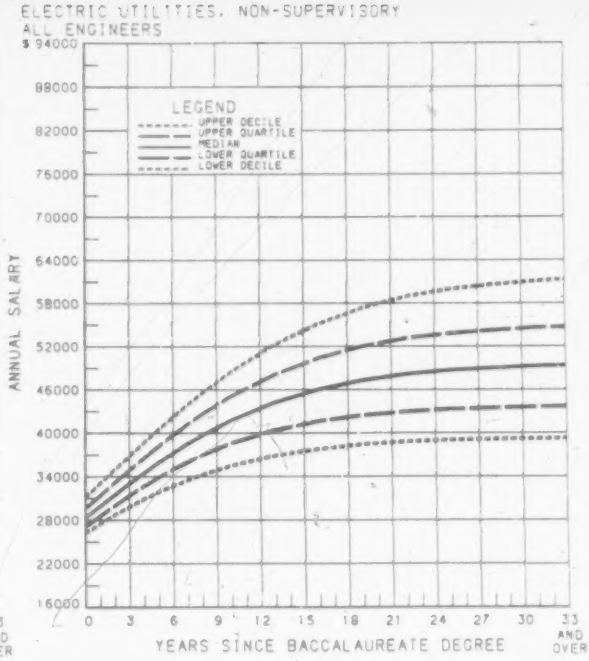
ELECTRIC UTILITIES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31750	33550	35350	37250	39150	41050	43000	45000	46950
UPPER QUARTILE	29950	31600	33250	34950	36700	38400	40100	41800	43450
MEDIAN	28500	30000	31550	33050	34550	36050	37500	38950	40350
LOWER QUARTILE	27200	28600	30000	31350	32700	34000	35250	36400	37550
LOWER DECILE	26250	27500	28700	29850	30950	32050	33050	34000	34850
MEAN	28850	30350	31850	33350	34850	36350	37850	39300	40700
TOTAL NUMBER	343	349	405	606	562	549	466	447	442
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50900	56600	61850	66500	70450	73650	76050	78250	79800	61050
UPPER QUARTILE	46700	51200	55150	58450	61050	63050	64500	65700	66500	50950
MEDIAN	42950	46350	49200	51400	53050	54250	55100	55750	56150	42700
LOWER QUARTILE	39600	42150	44100	45550	46600	47300	47750	48100	48250	35700
LOWER DECILE	36400	38300	39700	40700	41350	41800	42100	42300	42400	31100
MEAN	43450	47150	50300	52900	54900	56450	57550	58450	59050	44850
TOTAL NUMBER	1092	1360	1000	589	526	390	332	264	790	10512
NUMBERS OVER $99900	0	0	1	2	7	8	8	3	46	75
NUMBERS UNDER $20000	0	0	0	0	0	1	0	0	0	1

NUMBER OF ENGINEERS COVERED - 10512





SMOOTH CURVES

ELECTRIC UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	46400	47850	49300	50800	52300
UPPER QUARTILE	0	0	0	0	42550	43900	45250	46600	47950
MEDIAN	0	0	0	0	39050	40300	41550	42750	44000
LOWER QUARTILE	0	0	0	0	36000	37250	38450	39600	40750
LOWER DECILE	0	0	0	0	34200	35250	36300	37300	38200
MEAN	0	0	0	0	39700	40950	42250	43500	44750
TOTAL NUMBER	0	7	9	30	52	62	56	64	104
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	55400	60200	65150	70100	74950	79600	83950	89100	95600	72500
UPPER QUARTILE	50700	54750	58600	62150	65350	68100	70300	72500	74600	62150
MEDIAN	46350	49750	52850	55550	57850	59700	61150	62550	63800	52850
LOWER QUARTILE	42900	45750	48100	50050	51500	52650	53450	54100	54500	46050
LOWER DECILE	39950	42150	43850	45150	46100	46750	47250	47600	47850	41450
MEAN	47200	50800	54050	57000	59550	61650	63350	65050	66600	55600
TOTAL NUMBER	320	542	456	288	281	228	191	143	484	3317
NUMBERS OVER $99900	0	0	0	2	7	8	8	3	46	74
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 3317

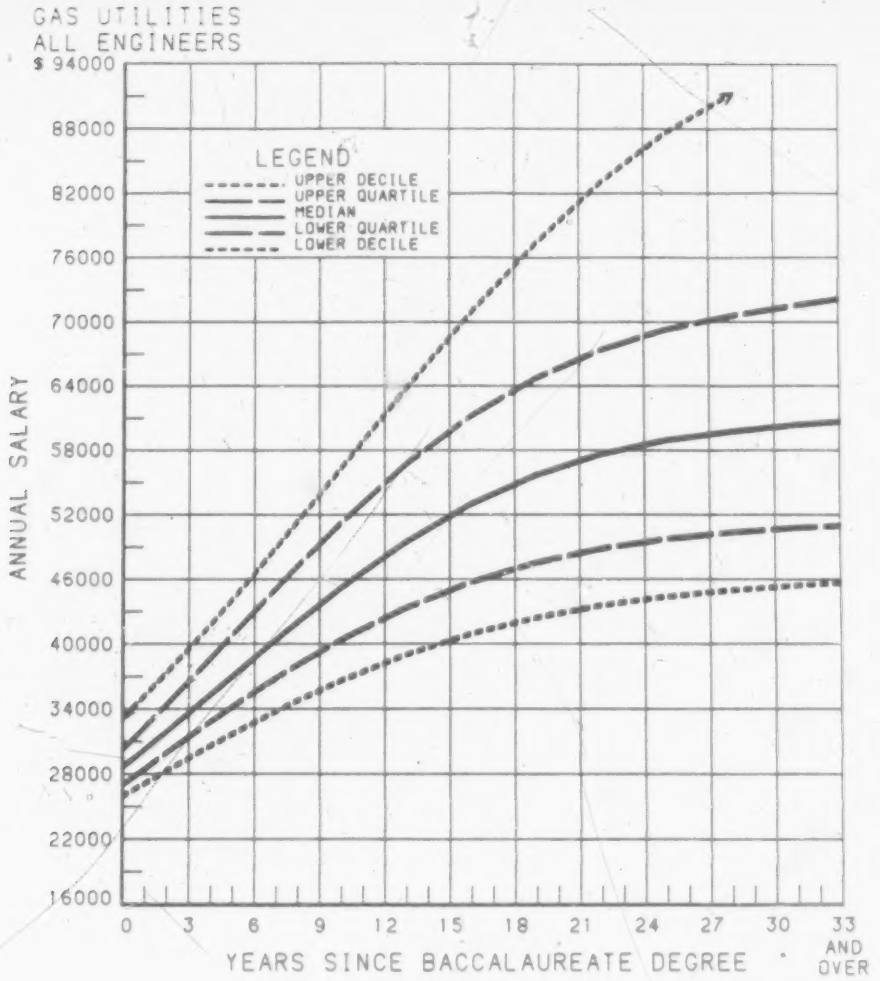
SMOOTH CURVES

ELECTRIC UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	33050	34950	36800	38650	40450	42200	43900	45500
UPPER QUARTILE	29600	31350	33150	34850	36550	38150	39700	41200	42600
MEDIAN	28300	29900	31450	33000	34450	35900	37200	38500	39650
LOWER QUARTILE	27050	28550	29950	31350	32650	33850	35000	36000	36950
LOWER DECILE	26200	27450	28700	29800	30850	31850	32700	33500	34250
MEAN	28350	30150	31700	33200	34650	36050	37400	38650	39800
TOTAL NUMBER	343	342	396	576	510	487	410	383	338
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	48500	52250	55150	57350	58900	59950	60600	61100	61350	51150
UPPER QUARTILE	45100	48100	50400	52000	53100	53800	54250	54600	54700	45000
MEDIAN	41750	44250	46050	47300	48150	48700	49000	49250	49350	38800
LOWER QUARTILE	38600	40400	41650	42450	42950	43300	43450	43600	43650	33400
LOWER DECILE	35500	36900	37800	38450	38800	39050	39150	39200	39250	29950
MEAN	41900	44500	46400	47750	48650	49250	49650	49900	50000	39900
TOTAL NUMBER	772	818	544	301	245	162	141	121	306	7195
NUMBERS OVER $99900	0	0	1	0	0	0	0	0	0	1
NUMBERS UNDER $20000	0	0	0	0	0	1	0	0	0	1

NUMBER OF ENGINEERS COVERED - 7195



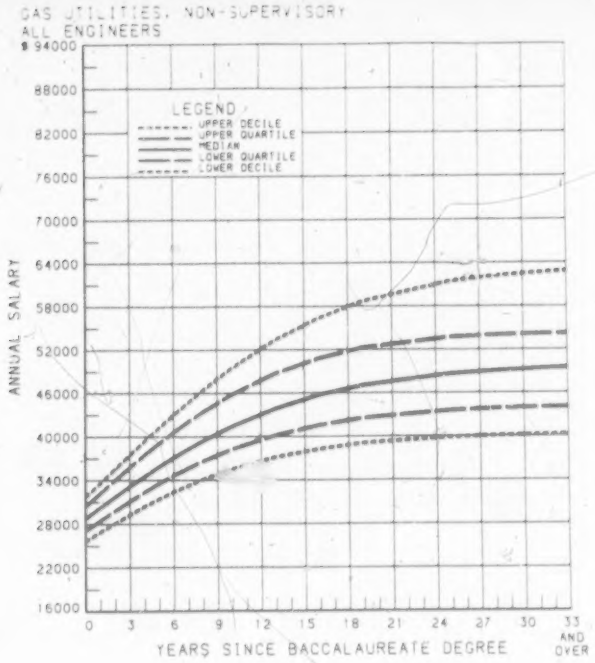
SMOOTH CURVES

GAS UTILITIES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33150	35200	37300	39500	41750	44100	46450	48900	51350
UPPER QUARTILE	30200	32250	34350	36450	38600	40800	42950	45100	47200
MEDIAN	28600	30200	31850	33550	35250	36950	38650	40350	42000
LOWER QUARTILE	26950	28400	29900	31350	32750	34150	35500	36800	38050
LOWER DECILE	25900	27100	28250	29400	30550	31650	32700	33750	34750
MEAN	28800	30550	32350	34150	35950	37800	39600	41350	43100
TOTAL NUMBER	17	7	15	33	23	27	18	27	19
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56300	63750	70850	77350	83000	87600	91200	94500	96850	67100
UPPER QUARTILE	51200	56700	61200	64750	67400	69300	70550	71550	72150	56000
MEDIAN	45200	49450	53000	55700	57650	58950	59750	60350	60650	45200
LOWER QUARTILE	40400	43350	45750	47550	48850	49750	50350	50800	51000	36900
LOWER DECILE	36600	39000	40950	42450	43600	44400	45000	45450	45700	31050
MEAN	46450	51000	54800	57850	60200	61900	63050	64000	64550	48150
TOTAL NUMBER	46	45	56	24	14	21	16	18	30	456
NUMBERS OVER $99900	0	1	1	1	0	2	0	2	3	10
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 456



SMOOTH CURVES

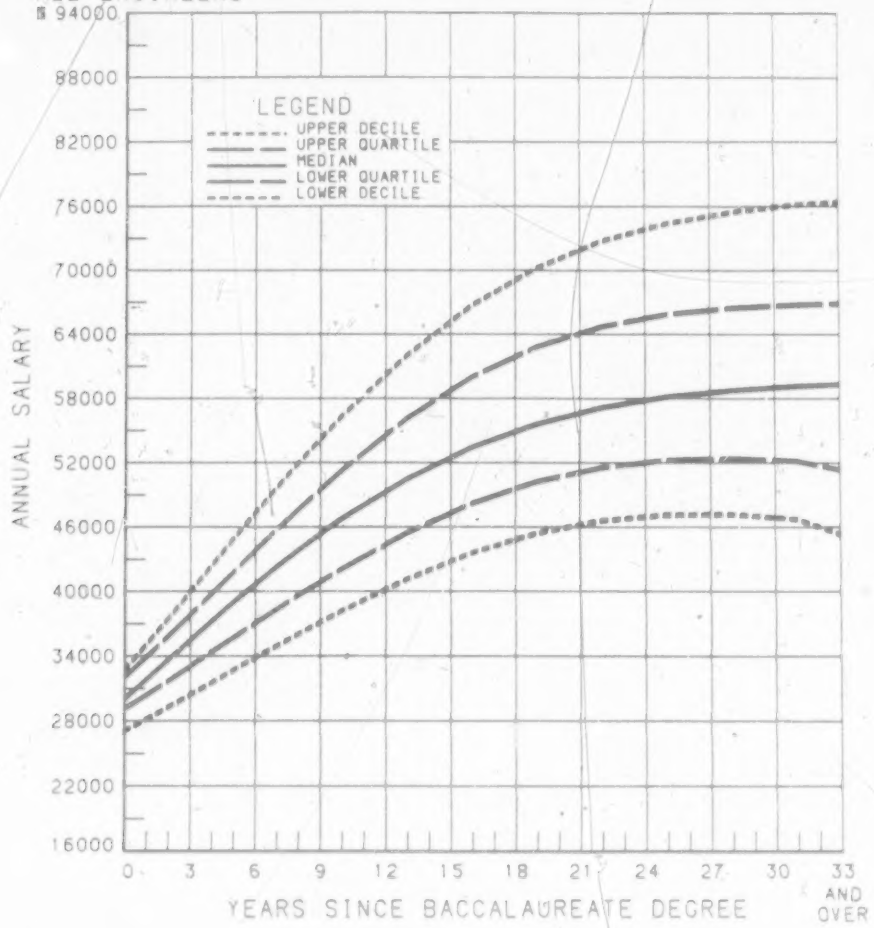
GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	33600	35550	37450	39350	41200	43000	44700	46400
UPPER QUARTILE	30400	32200	34000	35750	37450	39050	40600	42050	43400
MEDIAN	28750	30250	31700	33150	34500	35850	37100	38300	39400
LOWER QUARTILE	27050	28450	29800	31100	32350	33550	34650	35650	36600
LOWER DECILE	25600	26900	28100	29250	30400	31400	32400	33250	34100
MEAN	28450	30150	31750	33300	34850	36300	37650	38900	40100
TOTAL NUMBER	17	6	15	31	21	23	15	20	12
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	49450	53350	56400	58700	0	61450	62150	62600	62850	50950
UPPER QUARTILE	45800	48700	50800	52250	0	53700	54000	54150	54200	44200
MEDIAN	41400	43850	45750	47050	0	48600	49000	49300	49450	38400
LOWER QUARTILE	38250	40150	41550	42500	0	43550	43800	43950	44000	32300
LOWER DECILE	35500	37150	38250	39050	0	39850	40050	40150	40250	30100
MEAN	42200	44700	46300	47350	0	49100	49400	49600	49700	39400
TOTAL NUMBER	26	19	17	10	4	9	5	6	9	265
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 265

RESEARCH ORGANIZATIONS
ALL ENGINEERS



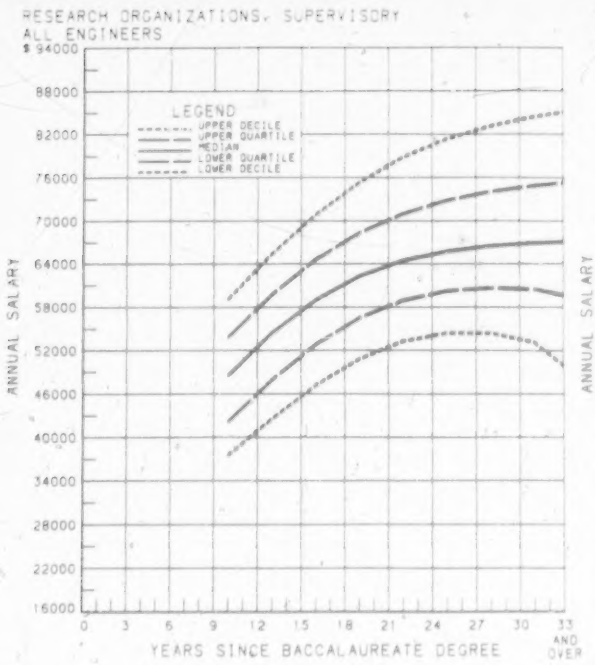
SMOOTH CURVES

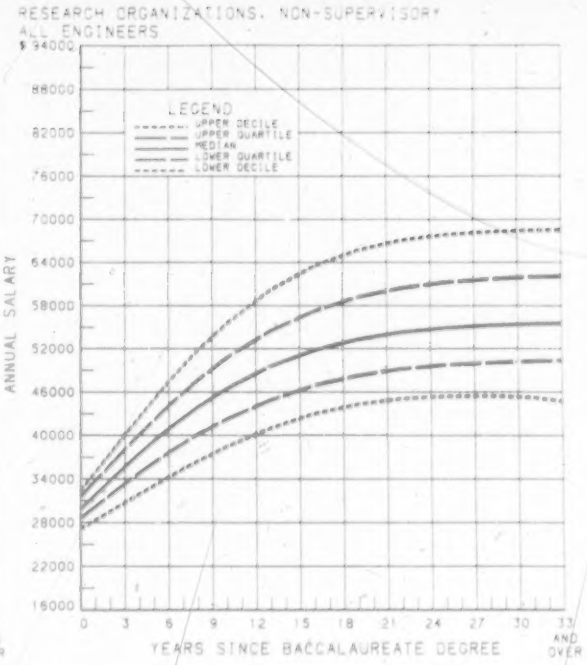
RESEARCH ORGANIZATIONS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32700	35100	37500	39950	42450	44900	47300	49700	52000
UPPER QUARTILE	32000	33900	35850	37800	39800	41800	43800	45750	47650
MEDIAN	30000	31850	33650	35450	37250	39000	40650	42300	43850
LOWER QUARTILE	29100	30400	31700	33050	34400	35700	37050	38350	39650
LOWER DECILE	27050	28150	29300	30400	31550	32700	33850	34950	36050
MEAN	30350	32000	33650	35350	37100	38800	40500	42200	43850
TOTAL NUMBER	121	199	266	243	286	316	292	325	340
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56350	62050	66700	70200	72750	74400	75450	76150	76400	69800
UPPER QUARTILE	51300	56150	60000	62800	64700	65850	66450	66750	66850	61200
MEDIAN	46800	50500	53450	55600	57150	58150	58750	59150	59300	52050
LOWER QUARTILE	42100	45450	48200	50250	51550	52250	52400	52150	51350	43700
LOWER DECILE	38200	41150	43600	45400	46600	47150	47200	46700	45300	36350
MEAN	47000	51200	54550	57050	58650	59600	60050	60200	60050	52850
TOTAL NUMBER	865	811	904	976	1030	1089	955	638	1558	11214
NUMBERS OVER $99900	0	0	0	0	2	1	4	1	3	11
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 11214





SMOOTH CURVES

RESEARCH ORGANIZATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	1	4	13	9	13	8	18	18	33
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	59150	65400	70850	75300	78800	81350	83100	84400	85050	79600
UPPER QUARTILE	53850	59750	64600	68300	70950	72800	74000	74850	75250	70400
MEDIAN	48500	54450	59000	62300	64450	65750	66500	66900	67050	63050
LOWER QUARTILE	42150	47900	52800	56500	58950	60250	60650	60450	59650	55150
LOWER DECILE	37500	42550	47150	50800	53250	54400	54400	53150	49950	46000
MEAN	48150	53950	58900	62650	65200	66700	67450	67650	67450	62900
TOTAL NUMBER	131	142	234	320	350	391	351	201	475	2712
NUMBERS OVER $99900	0	0	0	0	2	1	4	1	5	11
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 2712

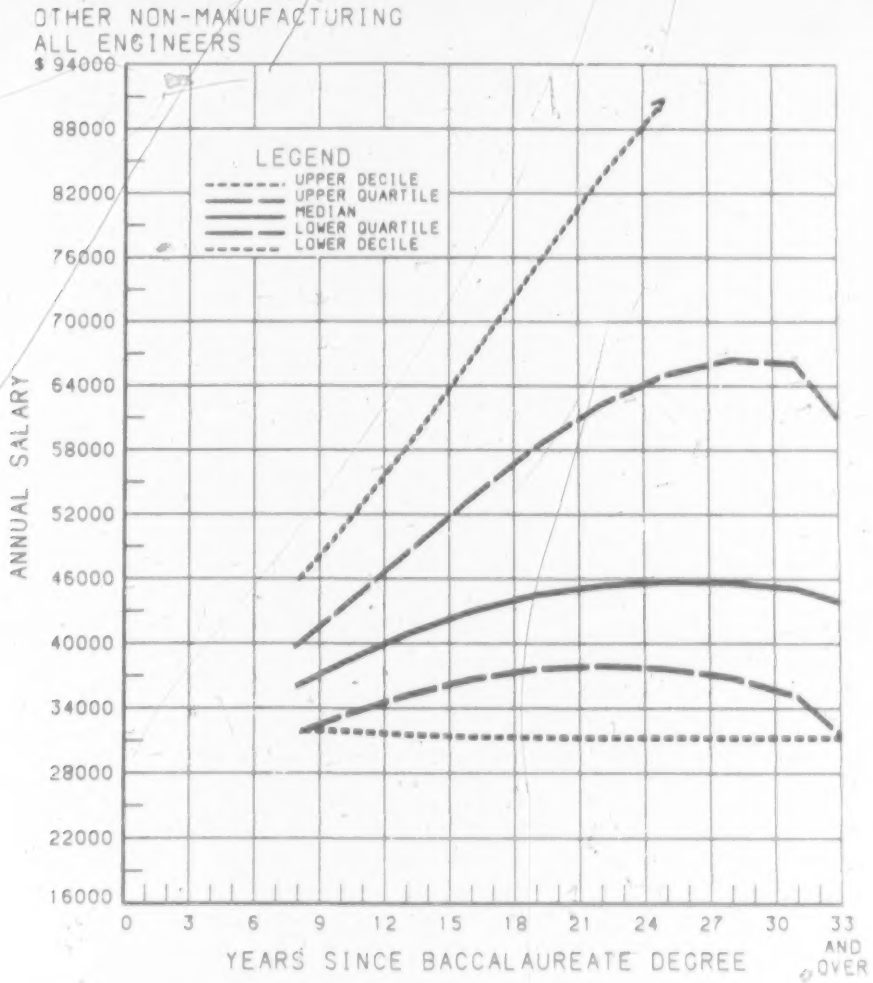
SMOOTH CURVES

RESEARCH ORGANIZATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32400	34950	37500	40050	42550	45000	47350	49550	51700
UPPER QUARTILE	31500	33700	35850	38000	40100	42100	44050	45850	47600
MEDIAN	29800	31750	33700	35600	37450	39200	40850	42400	43900
LOWER QUARTILE	28550	30150	31750	33300	34800	36200	37600	38850	40150
LOWER DECILE	27100	28300	29500	30700	31900	33050	34200	35350	36400
MEAN	29650	31650	33600	35550	37400	39200	40900	42350	44050
TOTAL NUMBER	120	195	233	234	273	308	274	307	307
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	55500	60100	63450	65650	67050	67850	68250	68450	68500	63650
UPPER QUARTILE	50700	54450	57200	59150	60400	61200	61650	61950	62050	56400
MEDIAN	46450	49550	51750	53300	54300	54900	55250	55450	55550	49300
LOWER QUARTILE	42250	44900	46900	48250	49200	49750	50050	50250	50350	41700
LOWER DECILE	38450	41000	43000	44300	45150	45600	45450	45200	44700	35200
MEAN	46800	50150	52550	54200	55100	56000	56350	56600	56650	49650
TOTAL NUMBER	734	604	570	618	680	698	604	437	1083	8502
NUMBERS OVER $99900	1	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	2

NUMBER OF ENGINEERS COVERED - 8502



SMOOTH CURVES

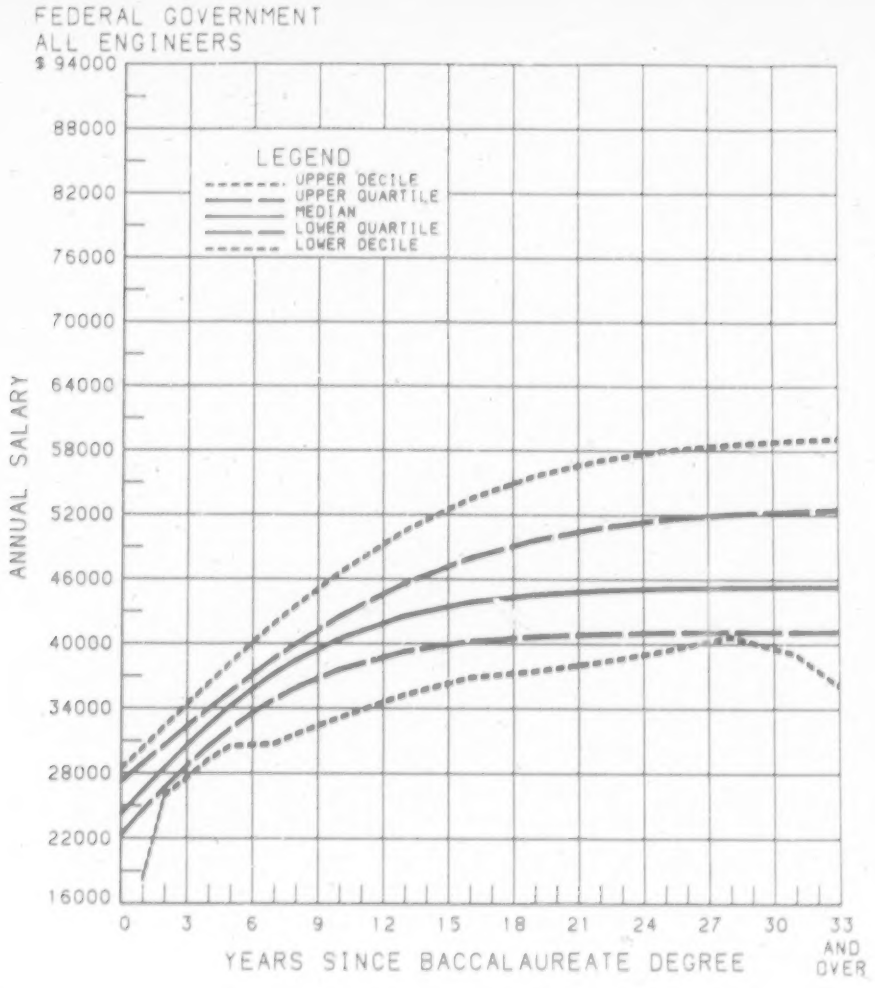
OTHER NON-MANUFACTURING

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	41600	43650	45850
UPPER QUARTILE	0	0	0	0	0	0	36700	38300	39900
MEDIAN	0	0	0	0	0	0	33950	35050	36100
LOWER QUARTILE	0	0	0	0	0	0	30150	30950	31750
LOWER DECILE	0	0	0	0	0	0	31250	31800	31950
MEAN	0	0	0	0	0	0	34450	35750	37100
TOTAL NUMBER	4	4	7	13	7	4	14	9	14
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	50500	58150	66450	75050	83350	90650	96250	100000	98950	69400
UPPER QUARTILE	43200	48350	53500	58300	62250	65050	66450	66050	60950	48350
MEDIAN	38150	40850	43000	44550	45400	45750	45650	45100	43850	38750
LOWER QUARTILE	33250	35200	36700	37650	37950	37650	36850	35150	31550	32450
LOWER DECILE	31900	31550	31350	31300	31250	31250	31250	31250	31250	29000
MEAN	39750	43550	47000	49850	51950	53200	53700	53450	51700	44050
TOTAL NUMBER	34	29	26	17	23	16	16	16	30	283
NUMBERS OVER $99900	0	0	0	1	2	0	0	2	3	8
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	1

NUMBER OF ENGINEERS COVERED - 283

CURVES AND TABLES FOR GOVERNMENT



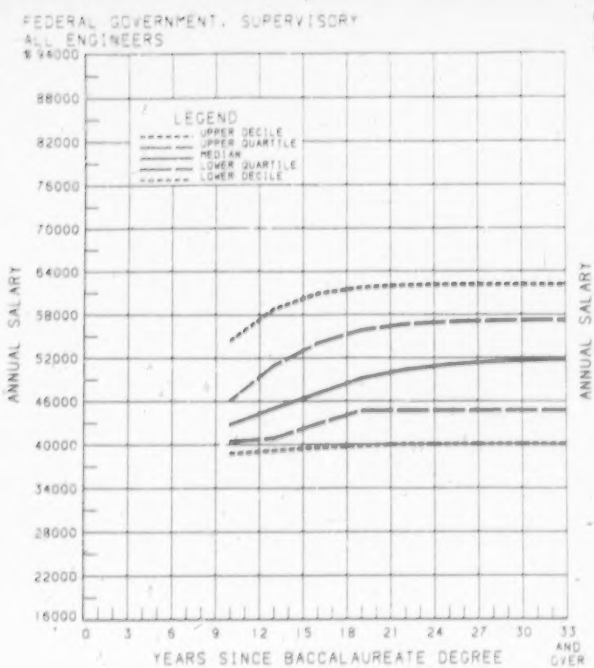
SMOOTH CURVES

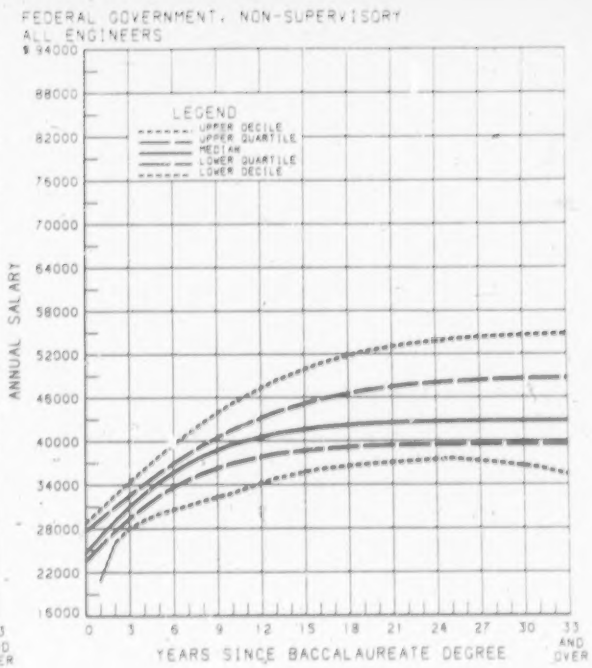
FEDERAL GOVERNMENT

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28400	30350	32350	34350	36300	38200	40050	41850	43500
UPPER QUARTILE	27200	28900	30600	32300	33950	35550	37100	38600	39950
MEDIAN	24200	26400	28500	30550	32450	34200	35750	37200	38450
LOWER QUARTILE	22300	24550	26650	28650	30500	32100	33550	34800	35900
LOWER DECILE	11200	18250	25900	27550	29250	30500	30600	30700	31600
MEAN	24300	26500	28650	30650	32600	34350	36000	37450	38750
TOTAL NUMBER	225	198	215	200	121	97	50	58	62
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	42	7	2	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	46600	50500	53450	55600	57050	58000	58550	58950	59100	50700
UPPER QUARTILE	42500	45600	47950	49650	50800	51600	52050	52350	52500	43400
MEDIAN	40450	42550	43850	44550	44950	45150	45250	45300	45300	37450
LOWER QUARTILE	37600	39250	40200	40650	40900	41050	41100	41100	41100	30450
LOWER DECILE	33150	35250	36850	37450	38300	39350	40650	39050	36100	26300
MEAN	40900	43200	44600	45450	45900	46150	46300	46350	46350	37850
TOTAL NUMBER	214	283	217	173	175	153	105	44	92	2682
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	52

NUMBER OF ENGINEERS COVERED - 2682





SMOOTH CURVES

FEDERAL GOVERNMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	0	0	0	0	0	0	0	0	0	
UPPER QUARTILE	0	0	0	0	0	0	0	0	0	
MEDIAN	0	0	0	0	0	0	0	0	0	
LOWER QUARTILE	0	0	0	0	0	0	0	0	0	
LOWER DECILE	0	0	0	0	0	0	0	0	0	
MEAN	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER	38	38	11	8	3	4	3	7	7	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	19	3	2	0	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	56450	58800	60900	61750	62050	62150	62150	62150	62150	59300
UPPER QUARTILE	46100	50950	54050	55800	56650	57000	57150	57200	57200	52750
MEDIAN	42800	45000	47050	49100	50350	51050	51450	51650	51750	45600
LOWER QUARTILE	40450	40850	42850	44650	44700	44700	44700	44700	44700	38450
LOWER DECILE	38750	39150	39550	39800	40050	40050	40050	40050	40050	22650
MEAN	42950	47000	49500	50900	51600	51950	52100	52150	52200	43700
TOTAL NUMBER	30	58	61	52	54	67	37	14	25	535
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	24

NUMBER OF ENGINEERS COVERED - 535

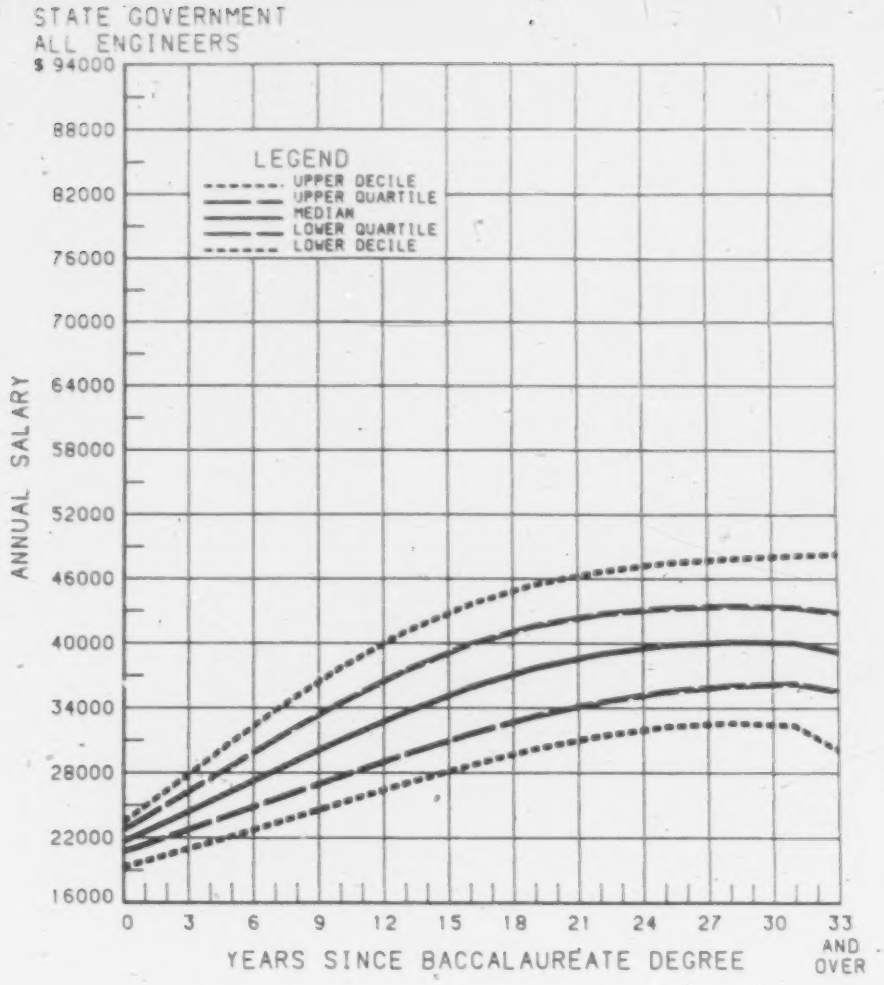
SMOOTH CURVES

FEDERAL GOVERNMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	28700	30600	32500	34350	36100	37850	39500	41050	42500	
UPPER QUARTILE	27550	29250	30900	32500	34050	35550	36900	38200	39400	
MEDIAN	24600	26850	28000	30950	32700	34300	35650	36850	37900	
LOWER QUARTILE	23400	25550	27550	29350	30950	32400	33650	34650	35550	
LOWER DECILE	15000	20850	26000	28000	29100	30000	30550	31100	31750	
MEAN	25150	27200	29150	30950	32650	34200	35600	36850	37900	
TOTAL NUMBER	167	160	204	192	116	93	47	51	55	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	23	4	0	1	0	0	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	45150	48300	50650	52300	53350	54050	54450	54700	54800	47650
UPPER QUARTILE	41500	43950	45700	46900	47700	48150	48450	48600	48650	41800
MEDIAN	39500	41000	41850	42300	42550	42650	42700	42700	42700	35850
LOWER QUARTILE	36900	38200	38850	39250	39400	39450	39500	39500	39500	30300
LOWER DECILE	32800	34850	36100	36750	37150	37550	37000	36300	35350	26850
MEAN	39700	41550	42700	43350	43700	43900	44000	44050	44050	36400
TOTAL NUMBER	184	225	156	121	121	86	68	32	67	2147
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	28

NUMBER OF ENGINEERS COVERED - 2147



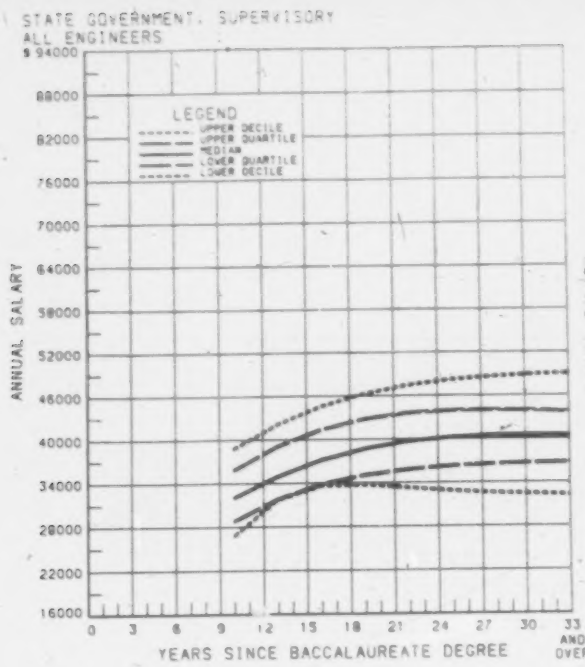
SMOOTH CURVES

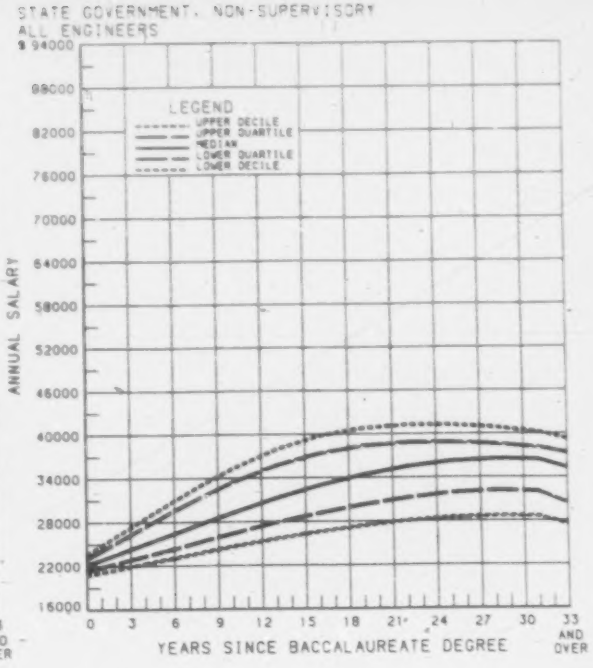
STATE GOVERNMENT

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8	
UPPER DECILE	23450	24900	26350	27850	29350	30850	32300	33750	35100	
UPPER QUARTILE	22700	23850	25050	26250	27450	28650	29850	31050	32250	
MEDIAN	21650	22550	23450	24400	25350	26300	27250	28200	29150	
LOWER QUARTILE	20700	21350	22050	22750	23450	24150	24850	25550	26250	
LOWER DECILE	19300	19850	20400	21000	21550	22150	22750	23350	23950	
MEAN	21650	22550	23500	24450	25400	26350	27300	28300	29250	
TOTAL NUMBER	55	71	58	46	30	26	36	35	28	
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	
NUMBERS UNDER $20000	3	7	3	4	0	2	0	0	0	

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	37700	41050	43600	45450	46650	47450	47850	48150	48300	43650
UPPER QUARTILE	34450	37450	39900	41600	42700	43250	43450	43300	42800	40050
MEDIAN	31000	33600	35900	37700	39000	39800	40100	40000	39150	34350
LOWER QUARTILE	27650	29700	31600	33250	34550	35500	36050	36250	35500	25900
LOWER DECILE	25200	27000	28700	30200	31400	32250	32600	32350	30050	22650
MEAN	31150	33800	36100	37900	39200	39950	40250	40100	39200	33800
TOTAL NUMBER	92	114	118	87	94	113	104	105	99	1311
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	2	1	0	0	0	0	0	23

NUMBER OF ENGINEERS COVERED - 1311





SMOOTH CURVES

STATE GOVERNMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	14	14	11	20	9	16	18	20	13
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	3	7	3	4	0	2	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	38750	42100	44550	46300	47450	48200	48650	48950	49050	45900
UPPER QUARTILE	33800	39050	41350	42800	43600	43900	43950	43850	43650	42000
MEDIAN	32000	34900	37150	38700	39700	40200	40450	40500	40450	37200
LOWER QUARTILE	28800	31800	33800	35050	35800	36250	36500	36650	36700	31150
LOWER DECILE	26800	31750	33600	33700	33250	32800	32500	32350	32250	25250
MEAN	32050	35050	37350	39000	40050	40600	40800	40850	40700	38600
TOTAL NUMBER	65	80	84	67	77	93	90	82	85	858
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	1	0	2	1	0	0	0	0	0	23

NUMBER OF ENGINEERS COVERED - 858

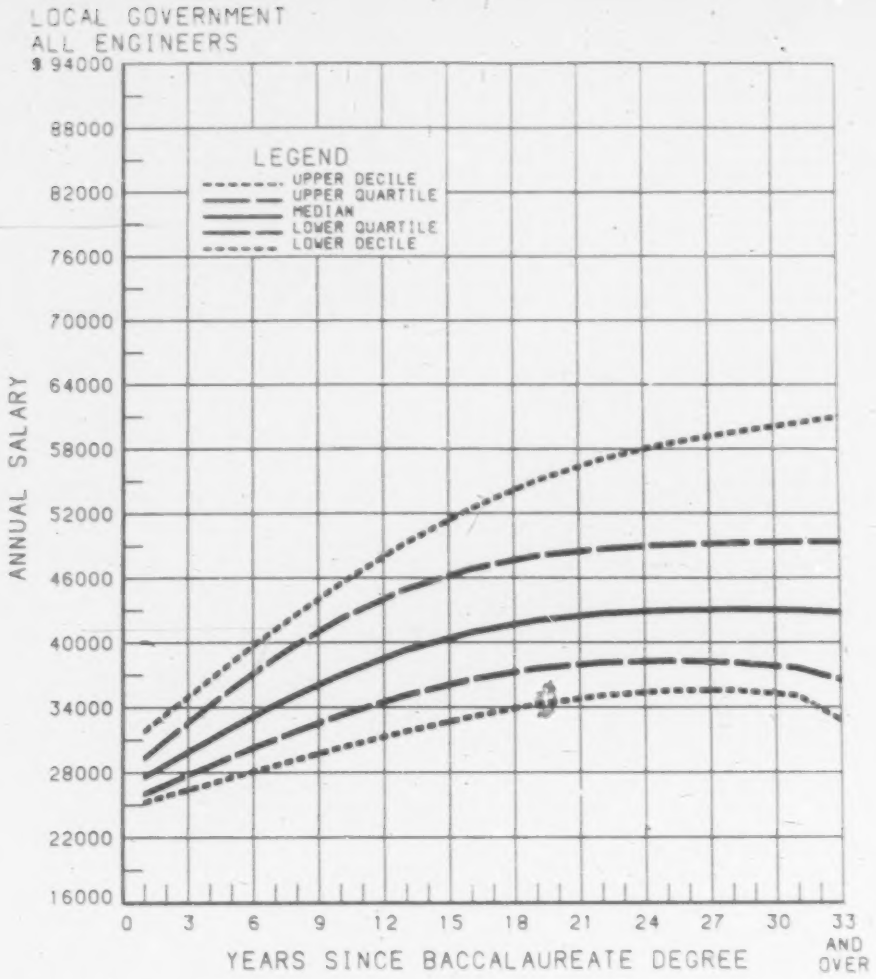
SMOOTH CURVES

STATE GOVERNMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23600	24800	26050	27250	28500	29700	30900	32050	33200
UPPER QUARTILE	22950	24050	25150	26250	27350	28450	29550	30550	31550
MEDIAN	22200	22850	23550	24300	25000	25700	26400	27100	27850
LOWER QUARTILE	21350	21850	22350	22850	23350	23850	24350	24850	25400
LOWER DECILE	20700	21100	21500	21900	22300	22700	23050	23450	23850
MEAN	22250	23000	23750	24550	25300	26100	26850	27600	28300
TOTAL NUMBER	41	57	47	26	21	10	18	15	15
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	35300	37900	39750	40800	41250	41200	40850	40200	39250	37750
UPPER QUARTILE	33400	35700	37350	38350	38800	38800	38550	38050	37300	33800
MEDIAN	29200	31200	32950	34400	35500	36200	36500	36400	35250	25800
LOWER QUARTILE	26400	27850	29150	30300	31200	31850	32150	32000	30400	23350
LOWER DECILE	24600	25650	26600	27400	28050	28450	28650	28600	27500	22100
MEAN	29750	31600	33200	34350	35050	35400	35400	35000	33900	28450
TOTAL NUMBER	27	34	34	20	17	20	14	23	14	453
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 453



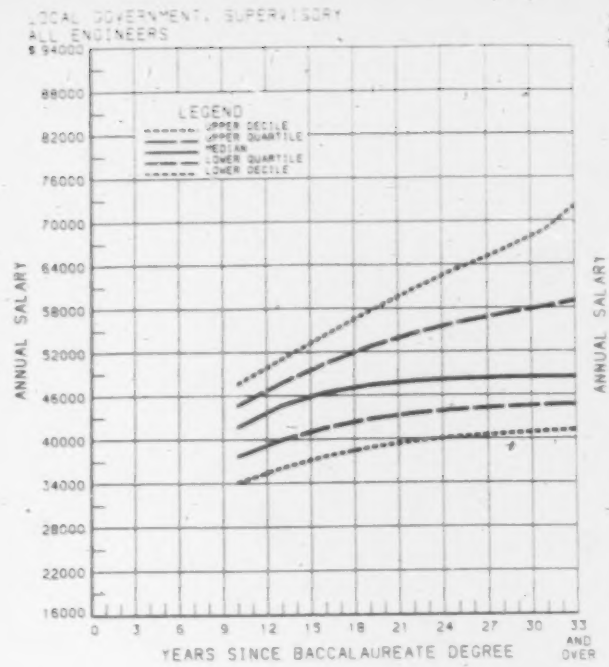
SMOOTH CURVES

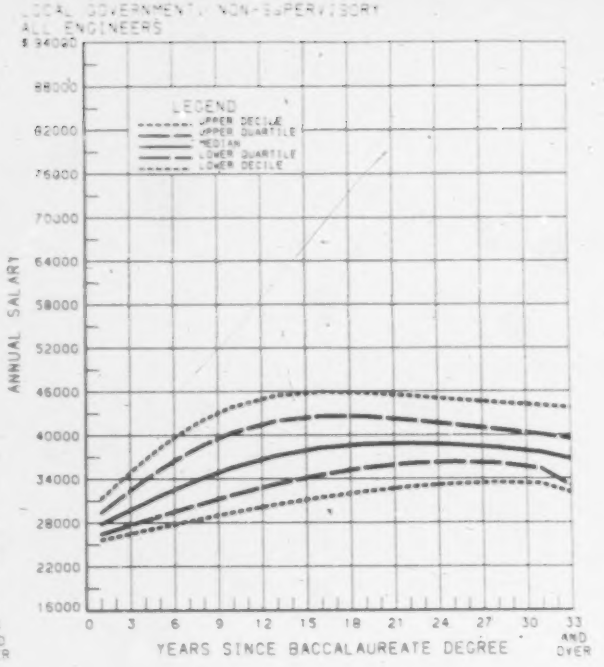
LOCAL GOVERNMENT

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31850	33450	35000	36600	38150	39700	41200	42650
UPPER QUARTILE	0	29350	31000	32600	34200	35700	37150	38550	39850
MEDIAN	0	27600	28750	29900	31000	32150	33200	34250	35200
LOWER QUARTILE	0	26050	26900	27800	28600	29450	30300	31050	31850
LOWER DECILE	0	25250	25850	26400	26950	27550	28100	28650	29200
MEAN	0	27950	29150	30350	31500	32650	33800	34900	35950
TOTAL NUMBER	9	19	29	26	33	42	25	21	18
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	45450	49250	52450	55050	57050	58500	59550	60450	61050	53650
UPPER QUARTILE	42200	44950	46850	48050	48700	49100	49250	49350	49350	46050
MEDIAN	37000	39300	40950	42050	42700	43000	43100	43000	42800	38900
LOWER QUARTILE	33300	35150	36600	37600	38150	38300	38150	37650	36550	33750
LOWER DECILE	30300	31800	33150	34300	35100	35550	35600	35100	32800	29050
MEAN	37850	40350	42250	43600	44450	45000	45250	45400	45400	40850
TOTAL NUMBER	76	57	87	59	84	85	90	105	111	985
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 985





SMOOTH CURVES

LOCAL GOVERNMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	2	1	5	0	0	2
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	47600	51000	54350	57600	60650	63450	65950	68750	72050	63050
UPPER QUARTILE	44650	47700	50400	52700	54550	56050	57150	58200	59000	54000
MEDIAN	41700	44600	46400	47400	47950	48250	48400	48500	48500	47150
LOWER QUARTILE	37700	39900	41550	42700	43500	44000	44350	44600	44700	42050
LOWER DECILE	34100	36350	37650	38800	39650	40250	40650	41000	41200	37600
MEAN	41400	44350	46700	48500	49850	50750	51400	51900	52250	49100
TOTAL NUMBER	21	22	38	33	43	49	44	52	58	379
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 379

SMOOTH CURVES

LOCAL GOVERNMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31250	33100	34900	36600	38200	39650	40950	42100
UPPER QUARTILE	0	29350	30900	32400	33850	35200	36450	37600	38650
MEDIAN	0	27800	28800	29750	30700	31650	32500	33350	34150
LOWER QUARTILE	0	26450	27050	27700	28300	28900	29500	30100	30650
LOWER DECILE	0	25650	26050	26500	26950	27350	27750	28200	28600
MEAN	0	28150	29200	30200	31150	32100	33000	33850	34650
TOTAL NUMBER	9	19	29	23	31	36	24	20	16
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	TOTAL
UPPER DECILE	43900	45650	45950	45800	45400	44900	44450	44050	43750	43800
UPPER QUARTILE	40350	41950	42600	42550	42050	41400	40750	40050	39450	39500
MEDIAN	35550	37200	38250	38750	38850	38650	38250	37600	36700	36100
LOWER QUARTILE	31800	33300	34550	35500	36100	36300	36100	35350	33000	31200
LOWER DECILE	29400	30500	31450	32250	32900	33300	33450	33300	32100	27650
MEAN	36100	37750	38800	39300	39350	39100	38700	38000	37050	35700
TOTAL NUMBER	55	34	49	26	40	36	45	53	52	606
NUMBERS OVER $99900	0	0	0	0	0	0	0	0	0	0
NUMBERS UNDER $20000	0	0	0	0	0	0	0	0	0	0

NUMBER OF ENGINEERS COVERED - 606

APPENDICES

1986 SALARY SURVEY PARTICIPANTS, BY INDUSTRIAL SECTOR

AEROSPACE

Aeronca Inc., Aerospace Division, Middletown, Ohio
Aero quip Corp., Jackson, Michigan (primary classification elsewhere, but requested tabulation in this sector, as well)
Clifton Precision Instruments, Davenport, Iowa
Grumman Aerospace, Bethpage, New York
Ithaco, Inc., Ithaca, New York (primary classification elsewhere, but requested tabulation in this sector, as well)
Logicon, Inc., Torrance, California
Kaman Aerospace Corp., Bloomfield, Connecticut
Piper Aircraft Corp., Vero Beach, Florida
Recon Optical Inc., C.A.I. Division, Barrington, Illinois (primary classification elsewhere, but requested tabulation in this sector, as well)
Rocket Research Co., Redmond, Washington
Teledyne Brown Engineering/Aerospace Group, Huntsville, Alabama
Tracor Aerospace, Austin, Texas
Westinghouse Defense Electronics & Systems Center, Baltimore, Maryland

AUTOMOTIVE

Allied Automotive—Bendix Chassis & Brake Division, South Bend, Indiana
Eaton Corporation, Southfield, Michigan
General Battery Corporation, Reading, Pennsylvania
Navistar International Corp., Ft. Wayne, Indiana (formerly International Harvester)
Peterson Manufacturing Co., Grandview, Missouri

BUSINESS/TRADE/PUBLISHING (combined with others in Other Non-Manufacturing sector)

Welding Design/Fabrication, Cleveland, Ohio

CERAMIC PRODUCTS (combined with others in Miscellaneous Manufacturing sector)

Kopp Glass, Inc., Pittsburgh, Pennsylvania

CHEMICALS, DRUGS AND PLASTICS

Air Products and Chemicals, Allentown, Pennsylvania
Atochem, Inc., Polymers Division, Birdsboro, Pennsylvania (formerly Rilsan Industries)
Celanese Corporation, New York, New York
Dow Corning Corporation, Midland, Michigan
E. I. duPont de Nemours & Co., Wilmington, Delaware
Goodyear Atomic Corp., Piketon, Ohio
Mississippi Chemical Corp., Yazoo City, Mississippi
Rohm & Haas Co., Philadelphia, Pennsylvania
Velsicol Chemical Corp., Chicago, Illinois
W. R. Grace & Co., Lexington, Massachusetts
W. R. Grace & Co./Agricultural Chemicals Group, Memphis, Tennessee
W. R. Grace & Co./Management Services Division, New York, New York

COMMUNICATION SERVICES (combined with others in Other Non-Manufacturing sector)

Carolina Telephone & Telegraph Co., Tarboro, North Carolina
General Telephone Co. of the Midwest, Grinnell, Iowa
Lincoln Telephone & Telegraph Co., Lincoln, Nebraska

COMPUTING MACHINERY

Computer Science Corp., Systems Division, Falls Church, Virginia
Ferranti International Controls, Sugarland, Texas (formerly TRW Controls)
Formation, Inc., Mt. Laurel, New Jersey
Ithaca Peripherals, Inc., Ithaca, New York
System Development Corp., Camarillo, California

CONSTRUCTION

Al Johnson Construction Co., Minneapolis, Minnesota
Atkinson Mechnical Contractors, Sacramento, California (formerly Wismer & Becker)
Atlas Construction Co., Bellevue, Washington
CBI Industries, Inc., Oakbrook, Illinois
Fordice Construction Co., Delta, Louisiana
J. A. Reece Co., Inc., Clarksville, Tennessee (primary classification; also requested tabulation with the Consultants' sector)
Mid-Valley Inc., Houston, Texas (primary classification; also requested tabulation with the Engineering Services sector)
National Engineering & Contracting, Strongsville, Ohio
Northwest Electric Co., Seattle, Washington
Peter Kiewit Sons, Inc., Construction Division, Omaha, Nebraska
Schnabel Foundation Co.: California, Colorado, Georgia, New Hampshire, Illinois, Maryland/Virginia/District of Columbia, Pennsylvania, and Texas Divisions (treated separately for regional data; otherwise treated as one respondent)
Thomas, Bennett & Hunter, Westminster, Maryland
W. M. Lyles Co., Fresno, California

CONSULTANTS, ENGINEERING & ARCHITECTURAL (see also ENGINEERING SERVICES)

Black, Sivalls & Bryson, Houston, Texas
Briley, Wild & Associates Inc., Ormond Beach, Florida
Burgess & Niple Ltd., Columbus, Ohio
Burns and Roe Enterprises, Inc., Oradell, New Jersey
Camp Dresser & McKee Inc., Annandale, Virginia
Camp Dresser & McKee Inc., Boston, Massachusetts
CH2M Hill, Inc., Corvallis, Oregon
Charles R. Velzy Associates, Armonk, New York
Ebasco Services, Inc., New York, New York
Floyd Browne Associates, Ltd., Marion, Ohio
Greeley & Hansen, Chicago, Illinois
Hardesty & Hanover, New York, New York
Harza Engineering Co., Chicago, Illinois
J. A. Reece Co., Inc., Clarksville, Tennessee (primary classification elsewhere but requested tabulation in this sector, as well)
Maybeck Engineering, Rochester, New York
Parsons Brinkerhoff Quade & Douglas, Inc., New York, New York
Power Machine Co., Emeryville, California (primary classification elsewhere but requested tabulation in this sector, as well)
Sargent & Lundy Engineers, Chicago, Illinois
Stanley Consultants, Inc., Muscatine, Iowa

ELECTRIC UTILITIES

Allegheny Power Service Corp., Greensburg, Pennsylvania
Appalachian Power Co., Roanoke, Virginia
Arkansas Electric Cooperatives Corp., Little Rock, Arkansas
Arkansas Power & Light Co., Little Rock, Arkansas
Basin Electric Power Cooperative, Bismarck, North Dakota
Boston Edison Co., Boston, Massachusetts
Carolina Power & Light Co., Raleigh, North Carolina
Central Hudson Gas & Electric Co., Poughkeepsie, New York
Central Nebraska Public Power & Irrigation District, Holdrege, Nebraska
City Public Service Board, San Antonio, Texas
Commonwealth Edison Co., Chicago, Illinois
Detroit Edison, Detroit, Michigan
EUA Service Corp., Brockton, Massachusetts
Indianapolis Power & Light Co., Indianapolis, Indiana
Iowa Resources, Des Moines, Iowa
Iowa-Illinois Gas & Electric Co., Davenport, Iowa
Kansas City Power & Light Co., Kansas City, Missouri
Metropolitan Edison Co., Reading, Pennsylvania
Mississippi Power Co., Gulfport, Mississippi
Montana Power Co., Butte, Montana
Nebraska Public Power District, Columbus, Nebraska
Niagara Mohawk Power Corp., Syracuse, New York
Northern Neck Electric Cooperative, Warsaw, Virginia
N. W. Wisconsin Electric Co., Grantsburg
Pacific Power and Light Co., Portland, Oregon
Pennsylvania Power & Light Co., Allentown, Pennsylvania
Potomac Electric Power Co., Washington, D.C.
Public Service Co. of New Hampshire, Manchester, New Hampshire
Safe Harbor Water Power Corp., Conestoga, Pennsylvania
South Carolina Electric & Gas Co., Columbia, South Carolina
Southern Indiana Gas & Electric Co., Evansville, Indiana
Springfield Utility Board, Springfield, Oregon
St. Joseph Light & Power Co., St. Joseph, Missouri
Tampa Electric Co., Tampa, Florida
Texas-New Mexico Power Co., Fort Worth
Texas Utilities Generating Co., Dallas, Texas
UGI Corporation, Valley Forge, Pennsylvania
Upper Peninsula Power Co., Houghton, Michigan
West Penn Power Co., Greensburg, Pennsylvania
Wisconsin Electric Power Co., Milwaukee, Wisconsin

ELECTRICAL MACHINERY & EQUIPMENT

Allen-Bradley Co., Milwaukee, Wisconsin
Baldor Electric Co., Ft. Smith, Arkansas
BIW Cable Systems, Inc., Boston, Massachusetts
Copeland Corp., Sidney, Ohio
Emerson Industrial Controls, Grand Island, New York (formerly Wer Industrial)
Harvey Hubbell, Inc., Bridgeport, Connecticut
Hobart Corp., Troy, Ohio
Hoover Co., North Canton, Ohio

Maytag Co., Newton, Iowa
Milwaukee Electric Tool Corp., Brookfield, Wisconsin
Plastoid Corp., Hamberg, New Jersey
Polyspede Electronics, Dallas, Texas
S&C Electric Co., Chicago, Illinois
Whirlpool Corp., Benton Harbor, Michigan

ELECTRONIC EQUIPMENT

A.R.F. Products, Inc., Raton, New Mexico (primary classification elsewhere but requested tabulation in this sector, as well)
American Telephone and Telegraph Co., Bernardsville, New Jersey
Ault, Inc., Minneapolis, Minnesota
Case Communications, Inc., Columbia Maryland (formerly Rixon, Inc.)
Dictaphone Research & Development, Norwalk, Connecticut
Edo Corporation, GSD Division, College Point, New York
George Risk Industries, Inc., Kimball, Nebraska
Gould, Inc., Ocean Systems Division, Glen Burnie, Maryland
GTE Communication Systems Corp., Phoenix, Arizona
Harris Corp., Controls & Composition Division, Melborne, Florida
Hazeltine Corporation, Greenlawn, New York
HRB-Singer, Inc., State College, Pennsylvania
ISCD Corporation, Kissimmee, Florida
International Jensen, Inc., Schiller Park, Illinois
Isco, Inc., Lincoln, Nebraska
Ithaco, Inc., Ithaca, New York (primary classification elsewhere but requested tabulation in this sector, as well)
ITT Corp., Avionics Division, Nutley, New Jersey
Litton Systems/Amecom Division, College Park, Maryland
Louis Allis Drives & Systems Div. of Megnetek, Inc., New Berlin, Wisconsin
Lutron Electronics, Coopersburg, Pennsylvania
Norden Systems, Inc., Melville, New York
Sanders Associates, Inc., Nashua, New Hampshire
Weber Marking Systems, Arlington Heights, Illinois

ENGINEERING SERVICES—OTHER (see also **CONSULTANTS**)

Allendale Mutual Insurance Co., Johnston, Rhode Island
Arco Resources—Atlantic Richfield Co., Dallas, Texas (primary classification elsewhere, but requested tabulation with this sector, as well)
Arkwright-Boston Mfg. Mutual Insurance Co., Waltham, Massachusetts
Babcock & Wilcox Co., Barberton, Ohio
Connecticut Water Service, Clinton, Connecticut
Edwards & Kelcey, Inc., Livingston, New Jersey
Mid-Valley Inc., Houston, Texas (primary classification elsewhere, but requested tabulation with this sector, as well)
National Bulk Carriers, Inc., New York, New York
Pan Am World Services, Patrick AFB, Florida
Power Machine Co., Emeryville, California (primary classification; also tabulated with the Engineering Services sector)
Underwriters Laboratories Inc., Northbrook, Illinois
Westinghouse Nuclear Fuel Divisions, Pittsburgh, Pennsylvania
Westinghouse Power Systems Business Unit, Monroeville, Pennsylvania

FABRICATED METAL PRODUCTS

Aeroquip Corp., Jackson, Michigan (primary classification elsewhere, but requested tabulation in this sector, as well)
American Chain Division, Acco Babcock Inc., York, Pennsylvania
AMP, Incorporated, Harrisburg, Pennsylvania
Ansul Fire Protection Co., Marinette, Wisconsin
Armco Atlantic, Inc., Atlanta, Georgia
Bernard Division-Dover Corp., Beecher, Illinois
Deere & Co., Moline, Illinois
Donaldson Co., Inc., Minneapolis, Minnesota
Duo-Fast Corporation, Franklin Park, Illinois
Intertherm, Inc., St. Louis, Missouri
Jacuzzi Bros., Inc., Little Rock, Arkansas
Lilliston Corp., Albany, Georgia
NRC, Inc., Newton, Massachusetts
Schwinn Bicycle Co., Chicago, Illinois
Smith Berger Marine Inc., Seattle, Washington
Timken Co., Canton, Ohio
Waterous Co., South St. Paul, Minnesota
Worcester Controls Corp., West Boyleston, Massachusetts

FABRICATED RUBBER & PLASTIC PRODUCTS

Aeroquip Corp., Jackson, Michigan (primary classification; also tabulated with the Aerospace and Fabricated Metal Products sectors)
Armstrong Rubber Company, New Haven, Connecticut
Cooper Tire & Rubber Co., Findlay, Ohio
Lord Corporation, Erie, Pennsylvania
Presto Products, Inc., Appleton, Wisconsin

FOOD PRODUCTS (combined with others in Miscellaneous Manufacturing sector)

Hershey Foods Corporation, Hershey, Pennsylvania
L. S. Heath & Sons, Robinson, Illinois

GAS UTILITIES & PIPELINES

Algonquin Gas Transmission Co., Boston, Massachusetts
Colorado Interstate Gas Co., Colorado Springs, Colorado
Consolidated Gas Transmission Co., Clarksburg, Virginia
Consolidated Natural Gas Service, Pittsburgh, Pennsylvania
El Paso Natural Gas Co., El Paso, Texas
Laurel Pipeline Co., Camp Hill, Pennsylvania
Michcon, Detroit, Michigan (formerly Michigan Consolidated Gas Co.)
Southern Natural Gas Co., Birmingham, Alabama
St. Lawrence Gas Co., Inc., Massena, New York
Texas Gas Transmission Co., Owensboro, Kentucky
Western Kentucky Gas Co., Owensboro, Kentucky

LUMBER AND WOOD PRODUCTS (combined with others in Miscellaneous Manufacturing sector)

Simpson Investment Co., Seattle, Washington
Weyerhauser Technical Center, Tacoma, Washington

MACHINERY, OTHER THAN ELECTRICAL

Artisan Industries, Waltham, Massachusetts
Elgin Sweeper Co., Elgin, Illinois
Gehl Co., West Bend, Wisconsin
Goulds Pumps, Inc., Seneca Falls, New York
Hyster Company, Portland, Oregon
Leybold-Haraeus Vacuum Products, Inc., Export, Pennyslvania
Manitowoc Engineering Co., Manitowoc, Wisconsin
Onan Corporation, Minneapolis, Minnesota
Roper Pump Co., Commerce, Georgia
Vermeer Mfg. Co., Pella, Iowa

METALS, BASIC (combined with others in Miscellaneous Manufacturing sector)

Inland Steel Co., East Chicago, Illinois
Oregon Metallurgical Corp., Albany, Oregon
SKF Steel, Inc., Avon, Connecticut

MINING (combined with others in Other Non-Manufacturing sector)

Cleveland-Cliffs Iron Co., Cleveland, Ohio
Exxon Minerals Co., Houston, Texas
Peter Kiewit Sons, Inc., Mining Division, Omaha, Nebraska

MISCELLANEOUS MANUFACTURERS: see **CERAMIC, FOOD, LUMBER, METALS, PAPER** and **TEXTILE** sectors

OTHER MANUFACTURING

Armstrong World Industries, Inc., Lancaster, Pennsylvania
BMY Co., Division of Harsco Corp., York, Pennsylvania
Litton Conveyor Systems, Hebron, Kentucky
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
Medtronic, Inc., Minneapolis, Minnesota
Survival Technology, Inc., Bethesda, Maryland

OTHER NON-MANUFACTURING see **BUSINESS, COMMUNICATION, MINING, PROFESSIONAL,** and **TRANSPORTATION** sectors

PAPER PRODUCTS (combined with others in Miscellaneous Manufacturing sector)

Consolidated Papers, Wisconsin Rapids, Wisconsin

PETROLEUM

Amerada Hess Corp., Exploration/Production Operations, Tulsa, Oklahoma
Arco Resources—Atlantic Richfield Co., Dallas, Texas (primary classifications; also tabulated with the Engineering Services sector)
Chevron Corp., San Francisco, California
Citgo Petroleum, Lake Charles, Louisiana
Plains Resources, Inc., Oklahoma City, Oklahoma
Total Petroleum (North America), Denver, Colorado

PRECISION INSTRUMENTS

A.R.F. Products, Inc., Raton, New Mexico (primary classification; also tabulated with the Electronics Equipment sector)
Ithaco, Inc., Ithaca, New York (primary classification; also tabulated with the Aerospace and Electronics Equipment sectors)

Kollmorgen/Electro Optical Division, Northampton, Massachusetts
Recon Optical Inc., C.A.I. Division, Barrington, Illinois (primary classification; also tabulated with the Aerospace sector)
Teledyne Avionics, Charlottesville, Virginia

PROFESSIONAL SOCIETIES/NONPROFIT INSTITUTIONS (combined with others in Other Non-Manufacturing sectors)

American Society of Agricultural Engineers, St. Joseph, Michigan
American Society of Biological Chemists, Inc., Bethesda, Maryland
American Society of Naval Engineers, Alexandria, Virginia
American Welding Society, Inc., Miami, Florida
Institute of Industrial Engineers, Norcross, Georgia
Water Pollution Control Federation, Washington, D.C.

RESEARCH ORGANIZATIONS AND LABORATORIES

Aerospace Corporation, Los Angeles, California
Airco Inc., BOC Group Technical Center, Murray Hill, New Jersey
Argonne National Laboratory, Argonne, Illinois
Battelle-Northwest, Richland, Washington
Borg-Warner Research Center, Des Plaines, Illinois
Brookhaven National Laboratory, Upton, New York
Duracell Research Center, Needham, Massachusetts
EG&G Energy Measurements, Inc., Las Vegas, Nevada
ERIM (Environmental Research Institute of Michigan), Ann Arbor, Michigan
Exxon Research & Engineering Co., Florham Park, New Jersey
Fermilab, Batavia, Illinois
General Research Corporation, McLean, Virginia
Institute of Gas Technology, Chicago, Illinois
Johns Hopkins University/Applied Physics Laboratory, Laurel, Maryland
Lawrence Livermore National Laboratory, Livermore, California
Los Alamos National Laboratory, Los Alamos, New Mexico
Medical Technology, Inc., Latham, New York
National Radio Astronomy Observatory, Charlottesville, Virginia
Portland Cement Association, Skokie, Illinois
Rand Corporation, Santa Monica, California
Research & Development Associates/Logicon Corp., Marina Del Rey, California
Re/Spec Inc., Rapid City, South Dakota
Riverside Research Institute, New York, New York
Sandia National Laboratories—California
Sandia National Laboratories—New Mexico
Syracuse Research Corporation, Syracuse, New York
Texaco R.E.A.D. (Research & Environmental Affairs Department), Beacon, New York
Teledyne Brown Engineering/R&D Group, Huntsville, Alabama
University of Dayton Research Institute, Dayton, Ohio
Woods Hole Oceanographic Institute, Woods Hole, Massachusetts

TEXTILE PRODUCTS (combined with others in Miscellaneous Manufacturing sector)

Fieldcrest Mills, Inc., Eden, North Carolina

TRANSPORTATION SERVICES (combined with others in Other Non-Manufacturing sector)

Republic Airlines, Minneapolis, Minnesota

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
415 SECOND STREET, NE • SUITE 200 • WASHINGTON, DC 20002 • (202) 546-2237

ENGINEERING MANPOWER COMMISSION

Donald G. Schroeter
Executive Director, Amoco Foundation
Chairman of the Commission

Donald C. Brown
Don C. Brown & Associates
Chairman, Compensation Committee

March, 1986

Dear Colleague:

Since 1956, the Engineering Manpower Commission has been the principal source of data on the compensation of engineers. This Spring, EMC will conduct its 20th survey of engineering salaries. Our reports, which will be available by September, will provide information on engineering pay for workers in a wide range of industrial sectors, with details for varying levels of experience, supervisory responsibilities, and academic attainment.

We are making a strenuous effort to increase participation in this project. Your organization's response will contribute both to the general validity of the survey as a comprehensive measure of levels of engineering compensation, and to the development of detailed information on salaries for engineers who work in your own sector of activity.

As in the past, EMC salary survey participants will receive copies of the special issue of EMC's Manpower Bulletin that summarizes the outcomes of the study. The new bulletin has undergone thorough review and revision; it provides many new details, while maintaining continuity with EMC's historical time series data. (The 1985 salary bulletin is now being printed and should be in the hands of '85 respondents soon; the '86 survey bulletin will be prepared before the release of our main report and will be in circulation by next Fall.)

Please complete the two forms for NON-SUPERVISORY and SUPERVISORY engineers. Return them to us no later than APRIL 30, 1986. A business reply envelope is supplied for your convenience.

Call if you would like extra copies of the forms, if you have any questions, or if you would like to obtain other information from EMC.

We appreciate the support we have obtained from engineering employers for this project, and we look forward to your participation in 1986.

Best regards,

Richard A. Ellis

R.A. Ellis
Director, Manpower Studies

P.S. Note that AAES and EMC have moved to Washington, D.C.

EMC Policy Regarding Salary Survey Participants

It is our practice to list the names of companies and other organizations participating in our salary surveys so that users will be able to ascertain whether a particular industry group is representative of their own field of employment. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else.

Decisions of the National Labor Relations Board in connection with certain collective bargaining situations have led us to tighten our procedures for handling salary survey data. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identification does not appear on the data section of salary questionnaires, and is not entered with the data in the computer. After the return has been checked for completeness, the respondent's name is removed from our follow-up list.

2. Respondents' data will not be disclosed to unauthorized persons under any circumstances.

3. No statistics will be published for any employer group consisting of less than five (5) respondents.

4. Statistics will be based on data exactly as reported by survey respondents unless a single employer's return would account for more than one half of the salaries in a group. In such cases, which occur only rarely, the data will be weighted in our computer program to prevent a single employer from unduly dominating the salary statistics for a group in which his data are included.

5. The names of individuals filling out the survey forms will not be published.

6. If any returns are received requesting that the respondent not be identified, these will be returned to the respondent. Anonymous returns will normally not be included in the survey statistics.

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS – 1986

FORM A

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

Please return this filled-out Form A along with Form B (for SUPERVISORY engineers). **Unidentified returns cannot be included in the survey.** Confidentiality of your data is assured by the Engineering Manpower Commission.

If the mailing label affixed below is incorrect, please indicate correct address.

1. Name of Reporting Organization: _____

Address _____

City _____ State _____ Zip Code _____

2. Name and title of person responsible for data _____

Tel. No. ( ) _____

BE SURE TO COMPLETE ALL FOUR PAGES OF THIS FORM
RETURN THIS ENTIRE DATA FORM AND FORM B BY APRIL 15, 1986 TO:

ENGINEERING MANPOWER COMMISSION
415 2ND STREET, N.W., WASHINGTON, D.C. 20002

FORM A

(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS – 1986

A survey conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
202-546-2237

Please observe the following procedure:

Fill in information for questions 1-4 below to enable correct classification of your reply.

Fill in the salary data for NON-SUPERVISORY engineering graduates on the inside of this form. Also fill in the data for SUPERVISORY engineers on Form B.

THEN FILL OUT THE IDENTIFICATION DATA ON THE FIRST PAGE OF BOTH FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive name and address information with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

CLASSIFICATION QUESTIONS

1. **Product or service code of organization (see below for preferred categories):** _____

2. Total number of employees in organization or unit (approx.): _____

3. Please indicate state(s) in which these engineers are predominantly employed; for purposes of determining regional salary differences: _____

4. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees and the reason for omission:

Number: _____ Reason: _____

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) _____

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Technical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM A — PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

DEADLINE FOR RESPONSES: APRIL 15, 1986

IMPORTANT – please read carefully before filling out form

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – these brackets include a similar salary range (from different, lower) are sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1985 graduate is 23, etc. Data for those graduating in the 1st quarter of 1986 should be combined with that for 1985 graduates.

SALARY – should include base salary before deductions and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1986.

NON-SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of the group will vary somewhat from company to company. Please include non-supervisory engineering graduates who are currently in non-technical positions. If any engineering graduates must be omitted, please describe on line 4 of the cover page of this form. Do not report part-time employees.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	BACHELORS DEGREE HIGHEST HELD	1986 (23)	1984 (24)	1983 (25)	1982 (26)	1981 (27)	1980 (28)	1979 (29)	1978 (30)	1977 (31)	1974–1976 (32-34)	1971–1973 (35-37)	1968–1970 (38-40)	1965–1967 (41-43)	1962–1964 (44-46)	1959–1961 (47-49)	1956–1958 (50-52)	1953–1955 (53-57)	UP TO 1952 (58+)	
101	$100,000 & over																			101
102	$95,000-99,999																			102
103	$90,000-94,999																			103
104	$85,000-89,999																			104
105	$80,000-84,999																			105
106	$76,000-79,999																			106
107	$72,000-75,999																			107
108	$68,000-71,999																			108
109	$64,000-67,999																			109
110	$60,000-63,999																			110
111	$56,000-59,999																			111
112	$53,000-55,999																			112
113	$50,000-52,999																			113
114	$47,000-49,999																			114
115	$44,000-46,999																			115
116	$41,000-43,999																			116
117	$38,000-40,999																			117
118	$36,000-37,999																			118
119	$34,000-35,999																			119
120	$32,000-33,999																			120
121	$30,000-31,999																			121
122	$28,000-29,999																			122
123	$26,000-27,999																			123
124	$24,000-25,999																			124
125	$22,000-23,999																			125
126	$20,000-21,999																			126
127	Less than $20,000																			127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$100,000 & over																			201
202	$95,000-99,999																			202
203	$90,000-94,999																			203
204	$85,000-89,999																			204
205	$80,000-84,999																			205
206	$76,000-79,999																			206
207	$72,000-75,999																			207
208	$68,000-71,999																			208
209	$64,000-67,999																			209
210	$60,000-63,999																			210
211	$56,000-59,999																			211
212	$53,000-55,999																			212
213	$50,000-52,999																			213
214	$47,000-49,999																			214
215	$44,000-46,999																			215
216	$41,000-43,999																			216
217	$38,000-40,999																			217
218	$36,000-37,999																			218
219	$34,000-35,999																			219
220	$32,000-33,999																			220
221	$30,000-31,999																			221
222	$28,000-29,999																			222
223	$26,000-27,999																			223
224	$24,000-25,999																			224
225	$22,000-23,999																			225
226	$20,000-21,999																			226
227	Less than $20,000																			227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$100,000 & over																			301
302	$95,000-99,999																			302
303	$90,000-94,999																			303
304	$85,000-89,999																			304
305	$80,000-84,999																			305
306	$76,000-79,999																			306
307	$72,000-75,999																			307
308	$68,000-71,999																			308
309	$64,000-67,999																			309
310	$60,000-63,999																			310
311	$56,000-59,999																			311
312	$53,000-55,999																			312
313	$50,000-52,999																			313
314	$47,000-49,999																			314
315	$44,000-46,999																			315
316	$41,000-43,999																			316
317	$38,000-40,999																			317
318	$36,000-37,999																			318
319	$34,000-35,999																			319
320	$32,000-33,999																			320
321	$30,000-31,999																			321
322	$28,000-29,999																			322
323	$26,000-27,999																			323
324	$24,000-25,999																			324
325	$22,000-23,999																			325
326	$20,000-21,999																			326
327	Less than $20,000																			327

NOTE: Please use extra caution in filling in shaded areas. Ordinarily no employees are reported in these portions of the form.

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS – 1986

FORM B

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

Please return this filled-out Form B along with Form A (for NON-SUPERVISORY engineers). **Unidentified returns cannot be included in the survey.** Confidentiality of your data is assured by the Engineering Manpower Commission.

If the mailing label affixed below is incorrect, please indicate correct address:

1. Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( ) - _____

BE SURE TO COMPLETE ALL FOUR PAGES OF THIS FORM
RETURN THIS ENTIRE DATA FORM AND FORM A BY APRIL 15, 1986 TO:

ENGINEERING MANPOWER COMMISSION
415 2ND STREET, N.E., WASHINGTON, D.C. 20002

FORM B

(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS – 1986

A survey conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
202-546-2237

Please observe the following procedure:

Fill in information for questions 1-4 below to enable correct classification of your reply.

Fill in the salary data for SUPERVISORY engineering graduates on the inside of this form. Also fill in the data for NON-SUPERVISORY engineers on Form A.

THEN FILL OUT THE IDENTIFICATION DATA ON THE FIRST PAGE OF BOTH FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive name and address information with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

CLASSIFICATION QUESTIONS

1. **Product or service code of organization (see below for preferred categories):** _____

2. Total number of employees in organization or unit (approx.): _____

3. Please indicate state(s) in which these engineers are predominantly employed, for purposes of determining regional salary differences: _____

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees and the reason for omission:

Number: _____ Reason: _____

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) _____

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Technical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

DEADLINE FOR RESPONSES: APRIL 15, 1986

IMPORTANT — please read carefully before filling out form

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row - note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level - bachelor, master or doctor. Individuals are to be reported in the section corresponding to highest degree held, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1985 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1986 should be combined with that for 1985 graduates.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differentials, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1986.

SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.** If any must be omitted, please describe them on line 4 of the cover page of this form. Do not report part-time employees.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	BACHELORS DEGREE HIGHEST HELD	1986 (23)	1984 (24)	1983 (25)	1982 (26)	1981 (27)	1980 (28)	1979 (29)	1978 (30)	1977 (31)	1974–1976 (32-34)	1971–1973 (35-37)	1969–1970 (38-40)	1965–1967 (41-43)	1963–1964 (44-46)	1959–1961 (47-49)	1956–1958 (50-52)	1953–1955 (53-57)	UP TO 1952 (58+)	
101	$100,000 & over																			101
102	$95,000-99,999																			102
103	$90,000-94,999																			103
104	$85,000-89,999																			104
105	$80,000-84,999																			105
106	$76,000-79,999																			106
107	$72,000-75,999																			107
108	$68,000-71,999																			108
109	$64,000-67,999																			109
110	$60,000-63,999																			110
111	$56,000-59,999																			111
112	$53,000-55,999																			112
113	$50,000-52,999																			113
114	$47,000-49,999																			114
115	$44,000-46,999																			115
116	$41,000-43,999																			116
117	$38,000-40,999																			117
118	$36,000-37,999																			118
119	$34,000-35,999																			119
120	$32,000-33,999																			120
121	$30,000-31,999																			121
122	$28,000-29,999																			122
123	$26,000-27,999																			123
124	$24,000-25,999																			124
125	$22,000-23,999																			125
126	$20,000-21,999																			126
127	Less than $20,000																			127

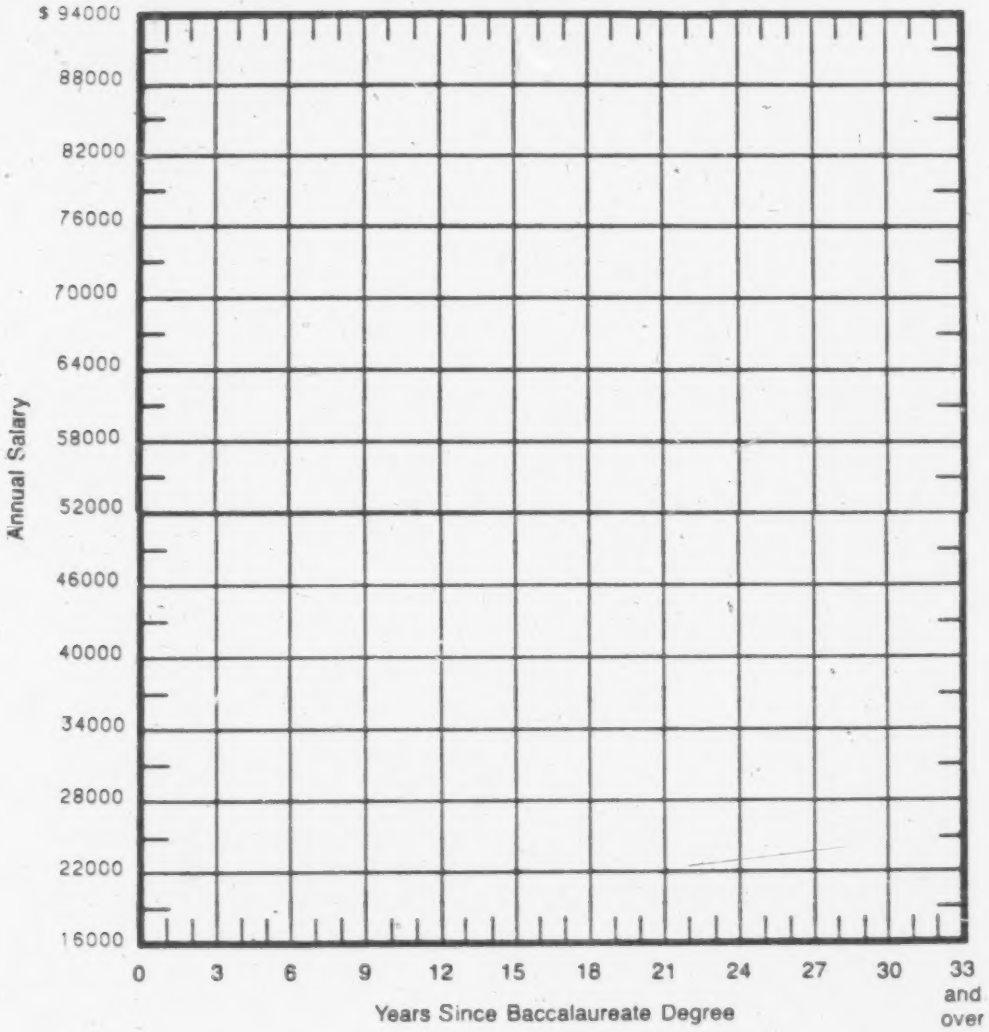
MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$100,000 & over																			201
202	$95,000-99,999																			202
203	$90,000-94,999																			203
204	$85,000-89,999																			204
205	$80,000-84,999																			205
206	$76,000-79,999																			206
207	$72,000-75,999																			207
208	$68,000-71,999																			208
209	$64,000-67,999																			209
210	$60,000-63,999																			210
211	$56,000-59,999																			211
212	$53,000-55,999																			212
213	$50,000-52,999																			213
214	$47,000-49,999																			214
215	$44,000-46,999																			215
216	$41,000-43,999																			216
217	$38,000-40,999																			217
218	$36,000-37,999																			218
219	$34,000-35,999																			219
220	$32,000-33,999																			220
221	$30,000-31,999																			221
222	$28,000-29,999																			222
223	$26,000-27,999																			223
224	$24,000-25,999																			224
225	$22,000-23,999																			225
226	$20,000-21,999																			226
227	Less than $20,000																			227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$100,000 & over																			301
302	$95,000-99,999																			302
303	$90,000-94,999																			303
304	$85,000-89,999																			304
305	$80,000-84,999																			305
306	$76,000-79,999																			306
307	$72,000-75,999																			307
308	$68,000-71,999																			308
309	$64,000-67,999																			309
310	$60,000-63,999																			310
311	$56,000-59,999																			311
312	$53,000-55,999																			312
313	$50,000-52,999																			313
314	$47,000-49,999																			314
315	$44,000-46,999																			315
316	$41,000-43,999																			316
317	$38,000-40,999																			317
318	$36,000-37,999																			318
319	$34,000-35,999																			319
320	$32,000-33,999																			320
321	$30,000-31,999																			321
322	$28,000-29,999																			322
323	$26,000-27,999																			323
324	$24,000-25,999																			324
325	$22,000-23,999																			325
326	$20,000-21,999																			326
327	Less than $20,000																			327

NOTE: Please use extra caution in filling in shaded areas. Ordinarily no employees are reported in these portions of the form.


$ 94000
88000
82000
76000
70000
64000
58000
52000
46000
40000
34000
28000
22000
16000
Annual Salary
0
3
6
9
12
15
18
21
24
27
30
33 and over
Years Since Baccalaureate Degree

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
415 2nd Street, N.E.
Suite 200
Washington, DC 20002
(202) 546-2237

ISBN # 0-87615-138-1